United Nations A/60/684

General Assembly

Distr.: General
21 February 2006

Original: English

Sixtieth session
Agenda item 147
Financing of the United Nations Interim Administration Mission in Kosovo

Budget for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2006 to 30 June 2007

Report of the Secretary-General

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06-24854 (E) 130306

Summary

The present report contains the budget for the United Nations Interim Administration Mission in Kosovo (UNMIK) for the period from 1 July 2006 to 30 June 2007, which amounts to $219,207,400.

The budget provides for the deployment of 38 military liaison officers, 2,078 United Nations police officers, including 398 in special units, 621 international staff, 2,086 national staff and 163 United Nations Volunteers.

The total resource requirements for the Mission for the financial period from 1 July 2006 to 30 June 2007 have been linked to the Mission's objective through a number of results-based frameworks, grouped by components: substantive civilian, rule of law and support. The human resources of the Mission in terms of number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have, where applicable, been linked to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	Expenditures (2004/05)	Apportionment (2005/06)	Cost estimates (2006/07)	Variance	
				Amount	Percentage
Military and police personnel	106 253.3	66 625.2	64 797.2	(1 828.0)	(2.7)
Civilian personnel	156 162.2	138 234.9	127 558.2	(10 676.7)	(7.7)
Operational costs	32 081.5	35 029.7	26 852.0	(8 177.7)	(23.3)
Gross requirements	**294 497.0**	**239 889.8**	**219 207.4**	**(20 682.4)**	**(8.6)**
Staff assessment income	22 720.5	20 054.1	16 536.6	(3 517.5)	(17.5)
Net requirements	**271 776.5**	**219 835.7**	**202 670.8**	**(17 164.9)**	**(7.8)**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**294 497.0**	**239 889.8**	**219 207.4**	**(20 682.4)**	**(8.6)**

Human resources[a]

	Military liaison officers	Military contingents	United Nations police officers	Special police units	International staff	National staff[b]	United Nations Volunteers	Government-provided personnel	Civilian electoral observers	Total
Executive direction and management										
Approved 2005/06	—	—	—	—	16	6	1	—	—	**23**
Proposed 2006/07	—	—	—	—	16	6	1	—	—	**23**
Components										
Substantive civilian										
Approved 2005/06	38	—	—	—	235	243	218	—	—	**734**
Proposed 2006/07	38	—	—	—	173	188	110	—	—	**509**
Rule of law										
Approved 2005/06	—	—	2 195	743	214	1 306	24	—	—	**4 482**
Proposed 2006/07	—	—	1 680	398	184	1 051	45	—	—	**3 358**
Support										
Approved 2005/06	—	—	—	—	300	1 000	7	—	—	**1 307**
Proposed 2006/07[c]	—	—	—	—	248	841	7	—	—	**1 096**
Total										
Approved 2005/06	38	—	2 195	743	765	2 555	250	—	—	**6 546**
Proposed 2006/07[c]	38	—	1 680	398	621	2 086	163	—	—	**4 986**
Net change	—	—	**(515)**	**(345)**	**(144)**	**(469)**	**(87)**	—	—	**(1 560)**

[a] Represents highest level of authorized/proposed strength.
[b] Includes national officers and national General Service staff.
[c] Includes Conduct and Discipline Team temporary positions (five international and two national positions) funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Interim Administration Mission in Kosovo (UNMIK) was established by the Security Council in its resolution 1244 (1999) of 10 June 1999.

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, to promote the establishment, pending a final settlement, of substantial autonomy and self-government in Kosovo.

3. Within this overall objective, the Mission will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are grouped by components: substantive civilian, rule of law and support.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared with the budget of 2005/06, including reclassifications, have been explained under the respective components.

5. The Mission is headed by the Special Representative of the Secretary-General, who is the highest international civilian official in Kosovo. He enjoys the civilian executive power vested in him by the Security Council in its resolution 1244 (1999) and pursuant to the Constitutional Framework for Provisional Self-Government in Kosovo (2001). A Principal Deputy Special Representative of the Secretary-General assists the Special Representative in directing and managing the Mission and ensures a coordinated approach by the Mission's three pillars, namely, police and justice (United Nations), institution-building (Organization for Security and Cooperation in Europe) and economic reconstruction (European Union). Following the transfer of the majority of its executive functions to the Provisional Institutions of Self-Government, the civil administration pillar (United Nations) is being reconfigured into a smaller Department of Civil Administration. Each pillar is headed by a Deputy Special Representative of the Secretary-General. The Mission's headquarters is located in Pristina and supported by one regional office in Mitrovica. The liaison offices in Belgrade, Skopje and Tirana advise and report to the Special Representative on issues affecting UNMIK. The scope of activity of the office in Belgrade is to liaise and coordinate with government authorities, the diplomatic community, non-governmental organizations, the media and representative offices of the United Nations system. The Skopje office provides liaison with local and regional authorities for transit and delivery of goods and services to UNMIK. The liaison offices also report directly to United Nations Headquarters, providing evaluations of local political developments in their respective countries.

6. As explained above, the civil administration pillar, following the transfer of the majority of its executive functions to the Provisional Institutions of Self-Government, will be reconfigured into a smaller Department of Civil Administration, which will no longer perform executive governance functions but

will monitor the central and local bodies of Government of the Provisional Institutions of Self-Government. Under component 2, rule of law, following the transfer of substantial competencies to the Kosovo Government and judiciary, the Mission will no longer perform executive functions either but rather strategic monitoring and intervention functions. The Mission will, however, continue to address through its international judges and prosecutors the most serious cases of inter-ethnic crime, organized crime, corruption and war crimes as the local justice system is not yet in a position to take on these responsibilities. In the light of the above, the civilian staffing level of component 1, substantive civilian, is reduced from 696 to 471 posts, and the civilian staffing level of component 2, rule of law, is reduced from 1,544 to 1,280 posts. The number of United Nations police officers will be reduced in 2005/06 from a maximum authorized strength of 2,938 officers to 2,078 officers, including 398 in special units, and will be maintained at this level in 2006/07 in order to respond to security concerns in the region. In view of the lower police and civilian staffing levels proposed for 2006/07 and the consequent overall decrease in the volume of administrative support required by the Mission, the staffing requirement of the support component has also been reduced from 1,307 to 1,096 posts. The Mission will also seek efficiency gains by transferring the functions of four international posts in the Office of the Coordinator of the Kosovo Protection Corps to national posts.

Executive direction and management

7. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff										
	USG/ASG	*D-2/D-1*	*P-5/P-4*	*P-3/P-1*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Office of the Special Representative of the Secretary-General/ Principal Deputy Special Representative											
Approved 2005/06	2	2	4	2	—	6	—	**16**	6	1	**23**
Proposed 2006/07	2	2	4	2	—	6	—	**16**	6	1	**23**
Net change	—	—	—	—	—	—	—	—	—	—	—

[a] Includes national officers and national General Service staff.

8. In the Office of the Special Representative/Principal Deputy Special Representative, the post of Chief of Staff is proposed to be reclassified from D-2 to D-1 in view of the downsizing of the Mission and the reduced responsibilities and complexities of the post.

Component 1: substantive civilian

Expected accomplishments	*Indicators of achievement*
1.1 Stable, efficient and democratic Kosovo Provisional Institutions of Self-Government, ensuring respect for community rights, accountability, impartiality and professionalism	1.1.1 All municipal elections are certified
	1.1.2 All Provisional Institutions of Self-Government institutions comply with language requirements for all official languages as per the Constitutional Framework and the applicable law
	1.1.3 Increased representation of all communities at the central level of the Provisional Institutions of Self-Government transferred structures, from 9 per cent of staff in 2004/05 and 2005/06 to 10 per cent in 2006/07, in accordance with the decreed representational ranges
	1.1.4 Increase in the total number of decentralization projects started, from none in 2004/05 and 3 in 2005/06 to 5 in 2006/07
	1.1.5 The Provisional Institutions of Self-Government comply with civil service legislation

Outputs

- Certification of the election process and oversight of the Central Elections Commission and its secretariat
- Advocacy for participation of all communities in elections through weekly meetings with the political and civil society leaders of all communities in all municipalities and pilot municipal units during the last four months of the election campaign
- Review amendment and promulgation, as appropriate, of 75 laws adopted by the Kosovo Assembly, and organization of 10 special panels on Assembly laws pursuant to the Constitutional Framework
- Drafting and promulgation of 100 legislative instruments including UNMIK regulations (laws), administrative directions, executive decisions, determinations, directives, clarifications, rules and operational policies implementing UNMIK regulations
- Publication of all promulgated UNMIK regulations and implementing administrative directions in 12 volumes of the UNMIK Official Gazette
- Drafting, review and amendment, as appropriate, of 100 bilateral and multilateral financing grants agreements, contracts and memorandums of understanding
- Rendering of 2,000 legal opinions, legal memorandums in response to requests for legal advice and assistance from all actors in Kosovo, including the Provisional Institutions of Self-Government, civil society, business community, International Government Organizations, diplomatic community in Kosovo, the Kosovo Force (KFOR), local and international courts and the police
- Review and adaptation or amendment, as appropriate, of 300 UNMIK regulations, 170 UNMIK administrative directions and 100 UNMIK executive decisions promulgated between 1999 and 2006, reflecting continued transfer of responsibilities to local institutions

- Monitoring of all Provisional Institutions of Self-Government ministries (Ministries of Finance and Economy, Trade and Industry, Education, Science and Technology, Culture, Youth and Sports, Health, Labour and Social Welfare, Transport and Communications, Public Services, Agriculture, Forestry and Rural Development, Environment and Spatial Planning, Communities and Returns, Energy and Mining, and Local Government Administration) and the Office of the Prime Minister so as to ensure their compliance with the Constitutional Framework and with the applicable law
- Attendance of 360 municipal assembly meetings, 1,050 municipal committee meetings and 1,400 boards of directors meetings to monitor progress and to intervene as necessary to ensure good governance
- Oversight and monitoring of international agreements, including attendance at international forums, on behalf of the Provisional Institutions of Self-Government
- Advice to the Provisional Institutions of Self-Government on the implementation of pilot projects on reform of local self-government, including participation in the working groups on legislation, local finance and chairing the Steering Board
- Advice to the Provisional Institutions of Self-Government on building its capacities for implementation of the Law on Gender Equality as well as other local and international instruments for the protection and promotion of women's rights
- Monitoring and intervention to ensure compliance with official languages laws and policies
- Monitoring and intervention to increase participation of minorities in order to ensure their appropriate representation in Kosovo structures
- Monitoring of human resource management of Provisional Institutions of Self-Government civil servants to identify cases of political interference
- Monitoring the civil registrar and the Provisional Institutions of Self-Government processing of identity cards and travel documents
- Policy advice on evaluated and approved Kosovo Protection Corps (KPC) services
- 4 technical reports to the Provisional Institutions of Self-Government and the Security Council assessing the implementation of the Standards for Kosovo
- Public information campaign in support of capacity-building efforts of the Provisional Institutions of Self-Government, including: 4,000 brochures, 4,000 leaflets, 500 posters, 12 billboards, 8,000 copies of bimonthly magazine *Focus Kosovo*, 24,000 copies of monthly newsletter *Danas i Sutra* (*Today and Tomorrow*), 87 radio, television and web broadcasts, 6 radio, television, web public service announcements, 51 press briefings, 215 press releases, and monitoring media through 365 morning headlines, 313 media analysis reports and 500 international media clippings

Expected accomplishments	*Indicators of achievement*
1.2 Protection of minority rights, including freedom of movement and the right to return	1.2.1 All central and municipal Provisional Institutions of Self-Government structures fulfil their responsibilities relating to the protection of community and minority rights as determined by civilian executive power regulations and applicable legal instruments, including at the municipal level the functioning of established communities and mediation committees, the institution of additional deputy presidents and the proportional representation of minority employment

	1.2.2 The Provisional Institutions of Self-Government provide public services for all communities without discrimination in accordance with fair share finance principles as stipulated in 2006/07 budget regulations
	1.2.3 Increase in the number of municipalities with sustainable returns, from 13 in 2004/05 and 25 in 2005/06 to 29 in 2006/07

Outputs

- Advice to municipalities on the implementation of the Standards for Kosovo and adherence to the constitutional framework and applicable legislation in their efforts to ensure effective functioning of 27 mandatory committees in mixed community municipalities as a mechanism for the protection of minority rights
- Advice on the integration of the 22 municipal community offices established by UNMIK into the Provisional Institutions of Self-Government municipal structures
- Advice and policy guidance for the Ministry of Returns and Communities to develop and implement returns strategy and sustainable non-discriminatory policies
- Monitoring of access by all communities to all areas in Kosovo with public and private transport
- Monitoring of access to services for minority communities in the areas of health and education
- Monitoring of distribution of approximately €15 million for minority communities so as to ensure the fair and equal distribution of available financial and other resources
- Advice to the Provisional Institutions of Self-Government in incorporating international human and community rights provisions in legislation and in establishing oversight mechanisms to address violations, including the organization of follow-up workshops to the Strategic Framework on Communities and Returns
- Public information campaign to promote public awareness regarding freedom of movement, the right to return, and the protection of minorities, communities and human rights, including 4,000 brochures, 4,000 leaflets, 12 billboards, 500 posters, 6 radio, television and web public service announcements, and 122 television, radio and web broadcasts as well as through the magazine *Focus Kosovo* and the newsletter *Danas i Sutra* (*Today and Tomorrow*)

Expected accomplishments	*Indicators of achievement*
1.3 Improved relations between Belgrade and Pristina	1.3.1 Protocols signed and/or exchange of letters between Pristina and Belgrade on energy, missing persons, returns and transport and communications
	1.3.2 Increase in the number of high-level meetings between both sides to discuss political issues relevant for status determination, from none in 2004/05 and 5 in 2005/06 to 10 in 2006/07

Outputs

- Facilitation of and participation in meetings held every 6 to 8 weeks between the Provisional Institutions of Self-Government and Belgrade technical working groups on energy, missing persons, returns and transport and communications as well as in new working groups (i.e., on environmental protection) and others as agreed upon by the two sides within the direct dialogue process
- Facilitation of political dialogue between officials from Pristina and Belgrade
- Briefing of the Provisional Institutions of Self-Government on current political thinking of key Member States relating to the future political process
- Public information campaign to promote public awareness of improved relations between Belgrade and Pristina including 4,000 brochures, 4,000 leaflets, 500 posters, 12 billboards, as well as through the magazine *Focus Kosovo* and the newsletter *Danas i Sutra* (*Today and Tomorrow*)

Expected accomplishments	*Indicators of achievement*
1.4 Enhanced cooperation with Serbia and Montenegro, regional neighbours and international organizations	1.4.1 Belgrade signs agreements on recognition of UNMIK travel documents, Kosovo vehicle licence plates and insurance documents
	1.4.2 Belgrade and Podgorica and regional neighours sign agreements and memorandums of understanding in the areas of judicial cooperation, economic development and free trade

Outputs

- Advocacy through diplomatic channels to enable Kosovans to have unrestricted access in the remaining countries in the region which still require visas for holders of UNMIK travel documents or are yet to recognize the UNMIK travel documents, Kosovo vehicle licence plates and insurance documents
- Review, amendment and conclusion of 2 free trade agreements and 50 memorandums of understanding and agreements for Kosovo with Governments, donors and international financial institutions
- Monitoring of and intervention, where appropriate, in the implementation by the Provisional Institutions of Self-Government of regional cooperation agreements
- Facilitation of Kosovo's participation and representation of Kosovo in 15 bilateral and multilateral conferences and initiatives under the auspices of the South-East European Cooperation Process and the Stability Pact
- Facilitation of Kosovo's participation in regional and wider European economic initiatives such as the Energy Community (Athens process), the South-East Europe Transport Observatory, the European Common Aviation Area and the European Charter for Small Enterprises (ECSE)
- Public information campaign to promote public awareness of cooperation with Serbia and Montenegro, regional neighbours and international organizations through the magazine *Focus Kosovo* and the newsletter *Danas i Sutra* (*Today and Tomorrow*)

Expected accomplishments	*Indicators of achievement*
1.5 Transition of Kosovo to a market economy	1.5.1 The Provisional Institutions of Self-Government complies with economic legislative framework and regulatory instruments formulated in accordance with European Union standards
	1.5.2 Boards of directors appointed and regular required board meetings held in 6 regulatory bodes and 9 publicly owned enterprises (compared with 4 and 5 regulatory bodies and no publicly owned enterprises in 2004/05 and 2005/06, respectively)

Outputs

- Monitoring of implementation by the Provisional Institutions of Self-Government of laws and regulations in accordance with European standards in the areas of trade, fiscal matters, banking, financial markets, pensions, energy, mining, transport, telecommunications, railways and civil aviation
- Legal advice on privatization/liquidation of 200 of the remaining socially owned enterprises and on incorporation of 2 remaining publicly owned enterprises, including advice on corporate governance
- Public information campaign, in cooperation with the European Union, to promote public awareness of economic issues, including 105 television, radio and web broadcasts, 40 15-minute-long television programmes, 6 public service announcements, 4,000 leaflets, 4,000 brochures, 500 posters and 12 billboards, as well as through the magazine *Focus Kosovo* and the newsletter *Danas i Sutra* (*Today and Tomorrow*)

External factors

The regional security environment remains calm. Political developments in the region create a favourable environment for the continued implementation of the constitutional framework and political processes under way in Kosovo. Political actors, especially those in Kosovo, maintain genuine commitment to implement the Standards for Kosovo. Belgrade authorities support participation of Kosovo Serbs in Kosovo election, institutions and processes. Belgrade authorities do not oppose participation by the Provisional Institutions of Self-Government in regional conferences and initiatives. Continued international support for processes under way in Kosovo. Status talks take place. Increased European Union involvement in Kosovo. Continued support of KFOR in ensuring a safe environment

Table 2
Human resources: component 1, substantive civilian

Category	*Total*
I. Military liaison officers	
Approved 2005/06	38
Proposed 2006/07	38
Net change	—

	International staff										
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Director of Civil Administration (formerly Office of the Deputy Special Representative of the Secretary-General)											
Approved 2005/06	1	2	1	—	—	2	—	**6**	6	5	**17**
Proposed 2006/07	—	2	—	—	—	3	—	**5**	4	2	**11**
Net change	**(1)**	—	**(1)**	—	—	**1**	—	**(1)**	**(2)**	**(3)**	**(6)**
Office of Returns and Communities											
Approved 2005/06	—	1	4	6	—	3	—	**14**	10	3	**27**
Proposed 2006/07[b]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	**(1)**	**(4)**	**(6)**	—	**(3)**	—	**(14)**	**(10)**	**(3)**	**(27)**
Advisory Unit on Security											
Approved 2005/06	—	—	1	1	—	1	—	**3**	—	—	**3**
Proposed 2006/07	—	—	1	1	—	1	—	**3**	—	—	**3**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Political Affairs											
Approved 2005/06	—	3	8	10	—	4	—	**25**	16	—	**41**
Proposed 2006/07	—	3	8	10	—	4	—	**25**	16	—	**41**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Legal Affairs											
Approved 2005/06	—	2	5	4	—	2	—	**13**	2	—	**15**
Proposed 2006/07	—	2	5	4	—	2	—	**13**	2	—	**15**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Spokesperson and Public Information											
Approved 2005/06	—	1	6	8	—	4	—	**19**	40	2	**61**
Proposed 2006/07	—	1	6	8	—	4	—	**19**	40	3	**62**
Net change	—	—	—	—	—	—	—	—	—	**1**	**1**

II. Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Office of the Coordinator of the Kosovo Protection Corps											
Approved 2005/06	—	—	1	9	—	—	—	10	5	5	20
Proposed 2006/07	—	—	1	5	—	—	—	6	19	1	26
Net change	—	—	—	(4)	—	—	—	(4)	14	(4)	6
Military Liaison Office											
Approved 2005/06	—	1	2	2	—	1	—	6	3	—	9
Proposed 2006/07	—	1	2	2	—	1	—	6	3	—	9
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Management Review and Internal Oversight											
Approved 2005/06	—	—	1	—	—	—	—	1	—	1	2
Proposed 2006/07[a]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	(1)	—	—	—	—	(1)	—	(1)	(2)
Office of Oversight, Monitoring and Reporting											
Approved 2005/06	—	—	3	1	—	—	—	4	1	—	5
Proposed 2006/07[a]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	(3)	(1)	—	—	—	(4)	(1)	—	(5)
Office of Gender Affairs											
Approved 2005/06	—	—	2	—	—	1	—	3	3	1	7
Proposed 2006/07	—	—	1	1	—	1	—	3	3	2	8
Net change	—	—	(1)	1	—	—	—	—	—	1	1
Directorate of Administrative Affairs											
Approved 2005/06	—	1	3	1	—	1	—	6	4	—	10
Proposed 2006/07[a]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	(1)	(3)	(1)	—	(1)	—	(6)	(4)	—	(10)
Ministry of Public Services											
Approved 2005/06	—	1	9	5	—	—	—	15	9	65	89
Proposed 2006/07[a]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	(1)	(9)	(5)	—	—	—	(15)	(9)	(65)	(89)
Directorate of Rural Affairs											
Approved 2005/06	—	—	2	—	—	—	—	2	1	—	3
Proposed 2006/07[a]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	(2)	—	—	—	—	(2)	(1)	—	(3)

II. Civilian staff	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Ministry of Agriculture, Forestry and Rural Development											
Approved 2005/06	—	1	1	—	—	1	—	3	3	9	15
Proposed 2006/07[c]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	**(1)**	**(1)**	—	—	**(1)**	—	**(3)**	**(3)**	**(9)**	**(15)**
Ministry of Education, Science and Technology											
Approved 2005/06	—	1	4	1	—	—	—	6	5	12	23
Proposed 2006/07[c]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	**(1)**	**(4)**	**(1)**	—	—	—	**(6)**	**(5)**	**(12)**	**(23)**
Ministry of Culture, Youth and Sports											
Approved 2005/06	—	—	2	1	—	2	—	5	3	10	18
Proposed 2006/07[c]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(2)**	**(1)**	—	**(2)**	—	**(5)**	**(3)**	**(10)**	**(18)**
Ministry of Health											
Approved 2005/06	—	1	—	—	—	—	—	1	3	6	10
Proposed 2006/07[c]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	**(1)**	—	—	—	—	—	**(1)**	**(3)**	**(6)**	**(10)**
Ministry of Environment and Spatial Planning											
Approved 2005/06	—	—	1	1	—	1	—	3	2	4	9
Proposed 2006/07[c]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(1)**	**(1)**	—	**(1)**	—	**(3)**	**(2)**	**(4)**	**(9)**
Ministry of Labour and Social Welfare											
Approved 2005/06	—	—	5	3	—	1	—	9	2	3	14
Proposed 2006/07[c]	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(5)**	**(3)**	—	**(1)**	—	**(9)**	**(2)**	**(3)**	**(14)**
Ministry of Local Government Administration											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	2	—	1	—	4	2	1	7
Net change	—	—	**1**	**2**	—	**1**	—	**4**	**2**	**1**	**7**
Ministry of Communities and Returns											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	1	—	1	—	1	—	3	2	2	7
Net change	—	**1**	—	**1**	—	**1**	—	**3**	**2**	**2**	**7**

		International staff										
II	*Civilian staff*	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Central Governance Unit												
	Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
	Proposed 2006/07[c]	—	1	9	4	—	—	—	14	12	9	35
	Net change	—	1	9	4	—	—	—	14	12	9	35
Office of Communities Affairs												
	Approved 2005/06	—	—	4	—	—	1	—	5	3	1	9
	Proposed 2006/07[a]	—	—	—	—	—	—	—	—	—	—	—
	Net change	—	—	(4)	—	—	(1)	—	(5)	(3)	(1)	(9)
Office of Communities, Returns and Minorities												
	Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
	Proposed 2006/07[b]	—	1	6	7	—	5	—	19	12	13	44
	Net change	—	1	6	7	—	5	—	19	12	13	44
Regional Administration												
	Approved 2005/06	—	3	20	8	—	4	—	35	60	37	132
	Proposed 2006/07[c]	—	2	5	1	—	2	—	10	9	11	30
	Net change	—	(1)	(15)	(7)	—	(2)	—	(25)	(51)	(26)	(102)
Local Governance Unit												
	Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
	Proposed 2006/07[c]	—	1	5	2	—	—	—	8	7	9	24
	Net change	—	1	5	2	—	—	—	8	7	9	24
Municipal Administration												
	Approved 2005/06	—	—	29	6	—	6	—	41	62	54	157
	Proposed 2006/07[d]	—	—	19	16	—	—	—	35	57	57	149
	Net change	—	—	(10)	10	—	(6)	—	(6)	(5)	3	(8)
	Subtotal, civilian staff											
	Approved 2005/06	1	18	114	67	—	35	—	235	243	218	696
	Proposed 2006/07	—	15	69	64	—	25	—	173	188	110	471
	Net change	**(1)**	**(3)**	**(45)**	**(3)**	—	**(10)**	—	**(62)**	**(55)**	**(108)**	**(225)**
	Grand total (I-II)											
	Approved 2005/06											734
	Proposed 2006/07											509
	Net change											(225)

[a] Includes national officers and national General Service staff.
[b] Functions transferred to the newly created Office of Communities, Returns and Minorities.
[c] Functions transferred to the newly created Central Governance Unit.
[d] Functions transferred to the newly created Local Governance Unit.

Justification

- **Reduction of 225 posts**

As a result of the transfer to the Provisional Institutions of Self-Government of the majority of the executive functions carried out by the civil administration pillar, a review of the structure of component 1, substantive civilian, has been undertaken, resulting in the abolition of 253 posts (1 Assistant Secretary-General, 3 D-1, 9 P-5, 25 P-4, 11 P-3, 1 P-2, 12 General Service (Other level), 1 national officer, 68 national General Service staff and 122 United Nations Volunteers) and the creation of 28 posts (2 P-3, 2 General Service (Other level), 10 national General Service staff and 14 United Nations Volunteers), which is the result of the following factors:

(a) Reconfiguration of the civil administration pillar into a smaller Department of Civil Administration, for a net reduction of 6 posts. The Department of Civil Administration will no longer perform executive governance functions but will monitor the central and local bodies of Government of the Provisional Institutions of Self-Government with respect to the Kosovo Standards Implementation Plan, advocate the Provisional Institutions of Self-Government against irregularities that infringe on minority rights, women's rights and human rights, as well as on principles of good governance, and will intervene as necessary.

As a result of the reconfiguration, the Office of the Deputy Special Representative, which coordinated the pillar, will be reorganized into a reduced Office of the Director of Civil Administration, comprising 11 posts (1 D-2, 1 D-1, 3 General Service (Other level), 4 national General Service staff and 2 United Nations Volunteers). Ten of the 11 posts (1 D-2, 1 D-1, 2 General Service (Other level), 4 national General Service staff and 2 United Nations Volunteers) will be transferred from the former Office of the Deputy Special Representative, while 1 additional post (General Service (Other level)) will be needed to provide administrative support. Consequently, 7 posts (1 Assistant Secretary-General, 1 P-4, 2 national General Service staff and 3 United Nations Volunteers) will be abolished as of 1 July 2006.

(b) Closure of the UNMIK offices in 7 ministries under current UNMIK supervision (the Ministry of Public Services (89 posts), the Ministry of Agriculture, Forestry and Rural Development (15 posts), the Ministry of Education, Science and Technology (23 posts), the Ministry of Culture, Youth and Sports (18 posts), the Ministry of Health (10 posts), the Ministry of Environment and Spatial Planning (9 posts) and the Ministry of Labour and Social Welfare (14 posts)) as well as the 2 directorates (the Directorate of Administrative Affairs (10 posts) and the Directorate of Rural Affairs (3 posts)) which are part of the reserved area of the Special Representative, the Office of Management Review and Internal Oversight (2 posts) and the Office of Oversight, Monitoring and Reporting (5 posts), and establishment of a new Central Governance Unit (35 posts) as well as UNMIK offices in 2 new ministries of particular relevance to the mandate of the Mission, the Ministry of Local Government Administration (7 posts) and the Ministry of Communities and Returns (7 posts), for a total reduction of 149 posts.

The functions of the closed UNMIK offices in the 7 ministries, the 2 closed directorates, the Office of Management Review and Internal Oversight and the Office of Oversight, Monitoring and Reporting will be transferred to the new Central Governance Unit which will coordinate and monitor the activities of the ministries, advocate against irregularities that infringe on minority rights, women's rights and human rights as well as on principles of good governance and intervene as necessary.

The Ministry of Local Government Administration is created jointly by UNMIK and the Provisional Institutions of Self-Government to lead and regulate the decentralization of municipal governance activities to the community level to achieve a greater degree of proportional representation of minority communities in the decentralized administrative bodies, which is a key priority within the political process in Kosovo and strongly advocated for by the Contact Group and the European Union Commission. The Ministry of Communities and Returns is also created jointly by UNMIK and the Provisional Institutions of Self-Government to develop and

implement legislation on protection of minorities and the right of return of communities. The UNMIK offices in these new ministries will provide support and monitor the execution of the ministries' activities.

Out of 198 posts in the closed UNMIK offices in the 7 ministries, the 2 closed directorates, the Office of Management Review and Internal Oversight and the Office of Oversight, Monitoring and Reporting, 2 posts (P-3) are to be abolished during 2005/06, 49 posts (2 D-1, 2 P-5, 8 P-4, 7 P-3, 2 General Service (Other level), 16 national General Service staff and 12 United Nations Volunteers) are transferred to the new Central Governance Unit (35 posts) and the 2 new UNMIK offices in the new Ministry of Local Government Administration (7 posts) and the new Ministry of Communities and Returns (7 posts) and the remaining 147 posts (3 D-1, 8 P-5, 13 P-4, 4 P-3, 4 General Service (Other level), 1 national officer, 16 national General Service staff and 98 United Nations Volunteers) will be abolished as of 1 July 2006.

The 35 posts (1 D-1, 1 P-5, 8 P-4, 4 P-3, 12 national General Service staff and 9 United Nations Volunteers) transferred to the new Central Governance Unit will comprise a Head of Unit (D-1), a Deputy Head of Unit (P-5), 8 Ministry Officers (P-4), 3 Ministry Assistants (P-3), 1 Reporting Officer (P-3) and 21 support staff (12 national General Service staff and 9 United Nations Volunteers).

The 7 posts (1 P-5, 2 P-3, 1 General Service (Other level), 2 national General Service staff and 1 United Nations Volunteer) transferred to the new UNMIK office in the Ministry of Local Government Administration will comprise a Ministry Representative (P-5), a Legal Officer (P-3), a Spatial Planning Officer (P-3), an Administrative Officer (General Service (Other level)) and 3 support staff (2 national General Service staff and 1 United Nations Volunteer).

The 7 posts (1 D-1, 1 P-3, 1 General Service (Other level), 2 national General Service staff and 2 United Nations Volunteers) transferred to the UNMIK Office in the Ministry of Communities and Returns will comprise a Ministry Representative (D-1), a Legal Officer (P-3), an Administrative Officer (General Service (Other level)) and 4 support staff (2 national General Service staff and 2 United Nations Volunteers).

(c) In the regional administrations, closure of 4 regional offices (in Pristina, Gnjilane, Pëc and Prisren) for a total reduction of 102 posts and transfer of their functions to a newly created Local Governance Unit comprising 24 posts, for a total reduction of 78 posts. The new Local Governance Unit will be centrally located in Pristina and will also supervise the municipal administrations and monitor the activities of the municipal offices in the Pristina, Gnjilane, Pëc and Prisren regions, advocate the Provisional Institutions of Self-Government against irregularities that infringe on minority rights, women's rights and human rights as well as principles of good governance and intervene as necessary. Only 1 regional office will be maintained (in Mitrovica) which will continue to coordinate UNMIK staff in 6 municipalities. A strong UNMIK presence is still required throughout the political process on the final status of Kosovo in 4 of these 6 municipalities as their predominantly Kosovo-Serbian population refuses to cooperate with the Provisional Institutions of Self-Government.

Out of 132 posts in the regional administrations, 24 posts (1 D-1, 1 P-5, 4 P-4, 2 P-3, 7 national General Service staff and 9 United Nations Volunteers) will be transferred to the new Local Governance Unit. Nine posts (national General Service staff) will be abolished during 2005/06, and 69 posts (10 P-4, 5 P-3, 2 General Service (Other level), 35 national General Service staff and 17 United Nations Volunteers) will be abolished as of 1 July 2006. The 24 posts of the Local Governance Unit will comprise a Head of Unit (D-1), a Deputy Head of Unit (P-5), 2 Civil Affairs Officers (P-4), a Head of Reporting Unit (P-4), a Chief Field Operations (P-4), 2 Returns Officers (P-3) and 16 support staff (7 national General Service staff and 9 United Nations Volunteers).

(d) In the municipal administrations, which will now report directly to the newly created Local Governance Unit, clustering of 8 municipal offices which will monitor and assess 24 municipalities in respect of the Kosovo Standards Implementation Plan, for a total reduction of 8 posts.

As a result of the clustering of the municipal offices, 6 posts (General Service (Other level)) will be abolished as of 1 July 2006, whereas 3 additional posts of United Nations Volunteers will be created and 10 posts of municipal representatives will be reclassified from P-4 to P-3. Five posts (national General Service staff) are also to be abolished during 2005/06.

(e) Closure of the Office of Returns and Communities (27 posts) as well as the Office of Communities Affairs (9 posts) and creation of a new Office of Communities, Returns and Minorities (44 posts) in order to have a single policy and planning capacity and to strengthen community activities at the central level by monitoring, reporting and overseeing the implementation of minority related projects.

The new Office of Communities, Returns and Minorities will comprise 44 posts (1 D-1, 1 P-5, 5 P-4, 6 P-3, 1 P-2, 5 General Service (Other level), 12 national General Service staff and 13 United Nations Volunteers) consisting of 25 posts (1 D-1, 1 P-5, 2 P-4, 4 P-3, 1 P-2, 3 General Service (Other level), 10 national General Service staff and 3 United Nations Volunteers) transferred from the closed Office of Returns and Communities, 7 posts (3 P-4 and 1 General Service (Other level), 2 national General Service staff and 1 United Nations Volunteer) transferred from the closed Office of Communities Affairs and 12 newly created posts (2 P-3, 1 General Service (Other level) and 9 United Nations Volunteers). The 2 additional P-3 posts will consist of a Policy and Research Officer and a Programme Support Officer who will strengthen the advisory functions vis-à-vis communities and minority issues, whereas the additional General Service (Other level) post as well as the 9 additional United Nations Volunteers positions will enhance the capacity-building measures in respect of the future Ministry of Interior and an asylum-seekers programme. The remaining P-4 post of the closed Office of Returns and Communities is to be abolished during 2005/06, and its remaining P-2 post will be abolished as of 1 July 2006 as well as the remaining 2 posts (1 P-5 and 1 national General Service staff) of the closed Office of Communities Affairs.

(f) Creation of 2 additional United Nations Volunteer positions in support of capacity-building: 1 in the Office of the Spokesperson and Public Information and 1 in the Office of Gender Affairs.

The additional United Nations Volunteer position in the Office of the Spokesperson and Public Information will be needed to assist in coordinating campaigns in support of the capacity-building efforts of the Provisional Institutions of Self-Government.

In the Office of Gender Affairs, which will now report directly to the Special Representative, the additional United Nations Volunteer position will be needed to support the monitoring functions of the new Gender Equity Unit established in the Office of the Prime Minister. It is also proposed, following the transfer of competencies to the Provisional Institutions of Self-Government and the creation of the Gender Equality Unit in the Office of the Prime Minister, to reclassify 1 post with support and monitoring functions from P-4 to P-2.

(g) In the Office of the Coordinator of the Kosovo Protection Corps, an increase of 6 posts to strengthen the functions of the former Office of the Directorate of Civil Protection.

Four posts (P-2) (1 Procurement Officer, 1 Personnel Officer, 1 Finance Officer and 1 Infrastructure Officer) are proposed to be reclassified as national staff (national officers) and 4 positions of United Nations Volunteers will be abolished as of 1 July 2006. Ten additional posts (national General Service staff) will be needed to strengthen the functions of the former Office of the Directorate of Civil Protection, which were transferred to the Office of the Coordinator of the Kosovo Protection Corps in 2005/06.

(h) In the Office of Political Affairs, the post of the Head of the Liaison Office in Belgrade is proposed to be reclassified from D-2 to D-1 in view of the reduced responsibilities of the post.

Component 2: rule of law

Expected accomplishments	*Indicators of achievement*
2.1 Progress towards an impartial, professional and multi-ethnic police, justice and penal system	2.1.1 The Provisional Institutions of Self-Government assume responsibilities for executive functions in justice sector in administration of prosecution services, correctional services, minority access to justice, anti-discrimination, victim advocacy and assistance, missing persons and forensics
	2.1.2 The Kosovo Judicial Council assumes responsibilities for the functions of judicial appointment and discipline and court administration
	2.1.3 The Judicial Investigation Unit assumes responsibilities for judicial inspection and audit functions
	2.1.4 Local prosecutors within the Kosovo Special Prosecutors' Office prosecute 50 per cent of cases of organized crime, human trafficking, crime against ethnic minorities, terrorism and corruption cases
	2.1.5 Maintain the full strength of the Kosovo Police Service at 7,335 members

Outputs

- On the job training of 185 Kosovo Police Service officers to investigate organized crime, terrorism, corruption and inter-ethnic crimes, as well as monitoring of the performance of these Kosovo Police Service officers and intervention where necessary
- Classroom and field training for 800 middle and senior ranking Kosovo Police Service officers in command and control, leadership for mid-and first-line managers, criminal investigation, riot control and special weapons and tactics (SWAT) unit formation
- Investigation of 300 cases and prosecution of 25 cases involving organized crime and corruption
- Mentoring of 10 local judges and 15 prosecutors in the areas of organized crime and corruption
- Monitoring and mentoring of the operation of 7,335 Kosovo Police Service officers focusing on management, criminal investigation, impartial systems of recruitment, promotion and discipline, and fair treatment of minority communities
- Training of 20 inspectors and 10 staff of the Police Inspectorate
- Monitoring of the operations of the correctional system in 8 facilities
- Mentoring of 65 Kosovan correctional management staff in charge of the correctional system
- Monitoring and mentoring of 6 Kosovan members and 24 staff of Kosovo Judicial Council in testing, appointment disciplining of judges, administration of the Council and administration of courts
- Monitoring and mentoring of Kosovan head and 2 coordinators, 6 Kosovan inspectors and 6 Kosovan auditors of the Judicial Inspection Unit on investigative and audit operations

- Monitoring and mentoring of the Kosovan management and 400 civil servants of the Provisional Institutions of Self Government responsible for legal policy, legislative advisory issues, civil rights, including victims assistance and advocacy, legal aid, access of minorities to justice through 12 court liaison offices and 6 regional offices, missing persons, forensics medicine, prosecutorial policy and administration
- Provision of international judicial assistance including the drawing up of memorandums of understanding to resolve questions of extradition
- Monitoring of the operation of 3 forensic laboratories in toxicological, deoxyribonucleic acid (DNA) and histological testing and mentoring of 18 civil servants
- Monitoring and mentoring of 85 Kosovan civil servants of the Provisional Institutions of Self-Government working in the area of police policy development
- Implementation of a dispute resolution mechanism to handle 10,000 claims for agricultural and private commercial property in Kosovo
- Adjudication of 8 out of 15 pending cases of organized crime, corruption, human trafficking and terrorism and 25 out of 45 cases in the area of war crime and inter-ethnic crime
- Adjudication of 100 additional criminal cases not able to be adjudicated by Kosovo judges
- Adjudication of 250 of 500 pending civil cases in the Special Chamber of the Supreme Court on matters related to the Kosovo Trust Agency
- Prosecution of 10 to 15 cases of organized crime, corruption, human trafficking and terrorism and 20 cases of war crime and inter-ethnic crime
- Review of 350 out of 700 cases sent to UNMIK attention by Serbian authorities of criminal activity against Serb minorities during the March 2004 riots, and prosecution as necessary
- Review of 1,300 files from the Office on Missing Persons and Forensics which may be subject to war crimes and prosecution as necessary
- Monitoring and mentoring of 10 local judges at the Specialized Court handling cases of organized crime, corruption, human trafficking and terrorism
- Monitoring and mentoring of 10 local prosecutors and 10 local legal officers at the Kosovo Special Prosecutors Office handling cases of organized crime, corruption, human trafficking, terrorism and other serious crimes
- Filing of rulings on initiation of investigation in 60 to 80 criminal cases
- Public information campaign to promote rule of law, including: 25 feature articles, 51 press briefings and press releases on international cooperation agreements

Expected accomplishments	*Indicators of achievement*
2.2 Law and order maintained in Kosovo	2.2.1 Reduction in the number of crimes against persons (from 7,900 in 2004/05 and 7,500 in 2005/06 to 7,000 in 2006/07)
	2.2.2 Reduction in the number of crimes against property (from 17,000 in 2004/05 and 16,500 in 2005/06 to 16,000 in 2006/07)
	2.2.3 Maintenance of the percentage of identification of suspects of criminal acts against persons at 80 per cent
	2.2.4 Maintenance of the percentage of identification of suspects of criminal acts against property at 48 per cent

Outputs

- Provision of security during public gatherings, including political rallies, sports events, protests and demonstrations
- Maintenance of International Police Special Operations personnel strategically located throughout Kosovo for the management of serious crisis, including violent demonstrations, other incidents of civil disorder, attempted prison breakouts/break-ins or other serious prison riots, hostage rescue, close protection capacity for the provision of permanent security to 12 persons at risk and for up to 100 ad hoc tasks, conduct of 150 reconnaissance and surveillance taskings by the Police Aviation Support Unit, and availability of 2 dog units
- 515 joint daily vehicle checkpoints, 220 joint daily foot patrols and 266 joint daily sector patrols throughout Kosovo with officers from the Kosovo Police Service to ensure the maintenance of a secure and stable environment throughout the sensitive period of negotiations for a future political settlement for Kosovo and the implementation of any such settlement
- Provision of security 24 hours a day, 7 days a week at 17 border and boundary points, including the airport

External factors

Continued willingness of minorities and women to participate in the Kosovo Police Service. Adequate availability of police, judiciary and correctional officers. No major incidents of civil disorder. Donors provide sufficient external assistance for training and capacity-building of the Kosovo public service. Foreign jurisdictions agree to take protected witnesses for resettlement

Table 3
Human resources: component 2, rule of law

Category	*Total*
I Untied Nations police officers	
Approved 2005/06	**2 195**
Proposed 2006/07	**1 680**
Net change	**(515)**
II Special police units	
Approved 2005/06	**743**
Proposed 2006/07	**398**
Net change	**(345)**

	International staff										
III Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Policy Office for the Rule of Law (formerly Office of the Deputy Special Representative of the Secretary-General)											
Approved 2005/06	1	—	3	1	—	2	—	**7**	5	1	**13**
Proposed 2006/07	1	—	1	1	—	1	—	**4**	—	1	**5**
Net change	—	—	**(2)**	—	—	**(1)**	—	**(3)**	**(5)**	—	**(8)**
Police											
Office of the Police Commissioner											
Approved 2005/06	—	2	2	1	—	1	—	**6**	1 250	10	**1 266**
Proposed 2006/07	—	2	2	1	—	1	—	**6**	1 000	12	**1 018**
Net change	—	—	—	—	—	—	—	—	**(250)**	**2**	**(248)**
Financial Investigations Unit											
Approved 2005/06	—	—	1	2	—	4	—	**7**	—	1	**8**
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(1)**	**(2)**	—	**(4)**	—	**(7)**	—	**(1)**	**(8)**
Financial Information Centre											
Approved 2005/06	—	—	1	1	—	1	—	**3**	—	—	**3**
Proposed 2006/07	—	—	1	1	—	1	—	**3**	—	—	**3**
Net change	—	—	—	—	—	—	—	—	—	—	—

III. Civilian staff	International staff: USG–ASG	D-2–D-1	P-5–P-4	P-3–P-1	Field Service	General Service	Security Service	Subtotal	National staff*	United Nations Volunteers	Total
Justice											
Office of the Director											
Approved 2005/06	—	1	—	3	—	2	—	**6**	3	—	**9**
Proposed 2006/07	—	1	—	3	—	2	—	**6**	3	3	**12**
Net change	—	—	—	—	—	—	—	—	—	**3**	**3**
Legal Advisory Support Unit											
Approved 2005/06	—	—	1	3	—	1	—	**5**	—	—	**5**
Proposed 2006/07	—	—	1	2	—	—	—	**3**	—	2	**5**
Net change	—	—	—	**(1)**	—	**(1)**	—	**(2)**	—	**2**	—
Judicial Development Division											
Approved 2005/06	—	—	2	8	—	4	—	**14**	5	2	**21**
Proposed 2006/07	—	—	1	8	—	4	—	**13**	5	7	**25**
Net change	—	—	**(1)**	—	—	—	—	**(1)**	—	**5**	**4**
International Judicial Support Division											
Approved 2005/06	—	6	32	38	—	37	—	**113**	16	2	**131**
Proposed 2006/07	—	6	32	38	1	37	—	**114**	16	4	**134**
Net change	—	—	—	—	**1**	—	—	**1**	—	**2**	**3**
Penal Management Division											
Approved 2005/06	—	1	6	21	4	6	—	**38**	23	4	**65**
Proposed 2006/07	—	1	3	8	3	6	—	21	23	10	**54**
Net change	—	—	**(3)**	**(13)**	**(1)**	—	—	**(17)**	—	**6**	**(11)**
Office of Missing Persons and Forensics											
Approved 2005/06	—	—	2	8	—	5	—	**15**	4	4	**23**
Proposed 2006/07	—	—	4	5	—	5	—	**14**	4	6	**24**
Net change	—	—	**2**	**(3)**	—	—	—	**(1)**	—	**2**	**1**
Subtotal, civilian staff											
Approved 2005/06	1	10	50	86	4	63	—	**214**	1 306	24	**1 544**
Proposed 2006/07	1	10	45	67	4	57	—	**184**	1 051	45	**1 280**
Net change	—	—	**(5)**	**(19)**	—	**(6)**	—	**(30)**	**(255)**	**21**	**(264)**
Grand total (I-III)											
Approved 2005/06											**4 482**
Proposed 2006/07											**3 358**
Net change											**(1 124)**

* Includes national officers and national General Service staff.

Justification

- **Reduction of 264 posts**

As a result of the transfer of substantial competencies to the Kosovo Government and judiciary as well as the establishment of the new Ministry of Justice and the new Ministry of Internal Affairs and in view of the planned creation of the Kosovo Judicial Council by March/April 2006, a review of the structure of component 2 rule of law has been undertaken, resulting in the abolition of 286 posts (2 P-5, 2 P-4, 16 P-3, 4 P-2, 6 General Service (Other level), 255 national General Service staff and 1 United Nations Volunteer) and the creation of 22 positions of United Nations Volunteers, which is the result of the following factors:

(a) Closure of the Office of the Deputy Special Representative for Police and Justice and establishment of a reduced Policy Office for the Rule of Law, as UNMIK will no longer perform executive functions but rather strategic monitoring and intervention functions.

5 posts (1 Assistant Secretary-General, 1 P-5, 1 P-4 (reclassified to P-3), 1 General Service (Other level) and 1 United Nations Volunteers) of the closed Office of the Deputy Special Representative will be transferred to the new Policy Office for the Rule of Law whereas the remaining 8 posts (1 P-4, 1 P-2, 1 General Service (Other level) and 5 national General Service staff) will be abolished as of 1 July 2006.

(b) Creation of 22 positions of United Nations Volunteers to provide further capacity for institutional building.

In the Office of the Police Commissioner, 2 positions will be needed to support the civilian administrative capacity of the Kosovo Protection Corps, which operates as part of the Ministry of Interior.

In the Office of the Director (Justice), 3 positions will be needed to provide further capacity to support the institutional building of the Ministry of Justice.

In the Legal Advisory Support Unit, 2 positions will be needed to provide further capacity to support the institutional building of the Ministry of Justice.

In the Judicial Development Division, 5 positions will be required to provide further capacity to support institutional building at the Kosovo Judicial Council, increase attention to the needs of trafficked women and victims of domestic violence, strengthen guarantees for minority communities and transfer the responsibilities for court administration as well as other competencies in the field of judicial affairs from Pillar II (Ministry of Public Services) to Pillar I (Kosovo Judicial Council).

In the International Judicial Support Division, 2 positions will be needed to provide further capacity to develop the capacity of local judges and prosecutors to address cases of inter-ethnic crimes, organized crime, corruption and war crimes.

In the Penal Management Division, 6 positions will be needed to cover the increased monitoring functions related to the responsibilities transferred to the Kosovo Correctional Service and to respond to the increased needs related to the psychiatric care of detainees.

In the Office of Missing Persons and Forensics, 2 positions will be needed to support the enhanced strategic focus on the resolution of cases of identification of persons missing from the conflict.

(c) Abolition of 270 posts owing to the reduced United Nations police strength and the transfer of functions to local authorities.

250 posts (national General Service staff) are to be abolished in 2005/06 in the Office of the Police Commissioner in view of the reduced United Nations police strength.

2 posts (1 P-3 and 1 General Service (Other level)) are to be abolished in 2005/06 in the Legal Advisory Support Unit.

In the Penal Management Division, 7 posts (1 P-5 and 6 P-3) are to be abolished in 2005/06 and 7 posts of Deputy Prison Directors (P-3) will be abolished as of 1 July 2006 as their functions will be transferred to local prison Directors of the Kosovo Correctional Service. In addition, 1 post (Field Service) is to be transferred from the Penal Management Division to the International Judicial Support Division and 2 posts (P-4) are to be transferred to the Office of Missing Persons and Forensics to provide expertise in international forensic pathology.

3 posts (P-2) are to be abolished in 2005/06 in the Office of Missing Persons and Forensics.

In the Judicial Development Division, the post of Chair of the Kosovo Judicial and Prosecutorial Council (P-5) will be abolished as of 1 July 2006 as the new Kosovo Judicial Council will be chaired by the President of the Supreme Court.

(d) The 8 posts (1 P-4, 2 P-3, 4 General Service (Other level) and 1 United Nations Volunteer) of the Financial Investigations Unit are not included in the staffing table of the Mission in 2006/07 as these posts are funded by the Trust Fund in Support of UNMIK.

Component 3: support

Expected accomplishments	*Indicators of achievement*
3.1 Effective and efficient logistical, administrative and security support to the Mission	3.1.1 Reduction in the number of traffic accidents involving UNMIK personnel, from 168 in 2004/05 and 153 in 2005/06 to 120 in 2006/07
	3.1.2 100 per cent compliance with the minimum operational security standards and the minimum operational residential security standards

Outputs

Military, police and civilian personnel

- Emplacement, rotation and repatriation, as required, of an average strength of 38 military liaison officers
- Administration of an average strength of 1,596 civilian police and 398 members of the special police units
- Administration of an average number of 566 international staff, 1,982 national staff and 156 United Nations Volunteers
- Implementation of a conduct and discipline programme for all military, police and civilian personnel including training, prevention, monitoring and disciplinary action

Facilities and infrastructure

- Maintenance and repair of 55 UNMIK premises
- Operation and maintenance of 101 generators in 55 UNMIK premises

Ground transportation

- Operation and maintenance of an average of 1,390 United Nations-owned vehicles, including an average of 65 armoured vehicles in 8 locations
- Implementation of drivers training, 5,000 kilometre vehicle maintenance schedule and withdrawal of driver permit for violation of mission authorized speeding limit (90 kilometres per hour), which is monitored through the CarLog system

Air transportation

- Operation and maintenance of 1 medium-lift helicopter

Communications

- Operation and maintenance of a communications network consisting of 8 satellite Earth stations, 44 private automatic telephone exchanges, 550 base stations radios, 110 repeaters, 2,350 mobile radios, 5,100 handheld radios and 155 digital microwave links

Information technology

- Support and maintenance of the Wireless Area Network, 2,390 desktop computers, 170 servers, 623 laptop computers, 640 printers and 451 switches and routes, in 8 locations

Medical

- Operation and maintenance of one Level 1+ clinic in Pristina and 4 basic level clinics (1 in each region) for an average number of 4,500 personnel and 250 other non-United Nations agency beneficiaries
- Provision of 24 hours, 7 days a week, emergency response service, nursing and in-patient services, including intensive care unit
- Operation and maintenance of 1 HIV voluntary counselling and testing facility for all personnel

Security

- Provision of 24 hours, 7 days a week, security in 25 installations and premises in 6 locations
- Installation of high-tech surveillance equipment at Mission headquarters, the residences of the Special Representative and the Principal Deputy Special Representative, the supply warehouse and the finance office

External factors

The adjacent boarders remain open for the delivery of goods and services to UNMIK

Table 4
Human resources: component 3, support

Category	International staff										Total
I. Civilian staff	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Conduct and Discipline Team											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07[b]	—	—	3	1	1	—	—	5	2	—	7
Net change	—	—	3	1	1	—	—	5	2	—	7
Security Section											
Approved 2005/06[c]	—	—	2	3	9	3	40	57	183	—	240
Proposed 2006/07	—	—	2	3	9	3	40	57	135	—	192
Net change	—	—	—	—	—	—	—	—	(48)	—	(48)
Office of the Director of Administration											
Approved 2005/06[c]	—	1	3	7	6	3	—	20	39	7	66
Proposed 2006/07	—	1	3	5	4	2	—	15	39	7	61
Net change	—	—	—	(2)	(2)	(1)	—	(5)	—	—	(5)
Administrative Services											
Approved 2005/06	—	1	12	18	21	36	—	88	130	—	218
Proposed 2006/07	—	—	13	16	17	28	—	74	125	—	199
Net change	—	(1)	1	(2)	(4)	(8)	—	(14)	(5)	—	(19)
Integrated Support Services											
Approved 2005/06	—	—	8	16	100	11	—	135	648	—	783
Proposed 2006/07	—	—	6	12	68	11	—	97	540	—	637
Net change	—	—	(2)	(4)	(32)	—	—	(38)	(108)	—	(146)
Total											
Approved 2005/06	—	2	25	44	136	53	40	300	1 000	7	1 307
Proposed 2006/07	—	1	27	37	99	44	40	248	841	7	1 096
Net change	—	(1)	2	(7)	(37)	(9)	—	(52)	(159)	—	(211)

[a] Includes national officers and national General Service staff.
[b] Temporary positions funded under general temporary assistance.
[c] The Security Section was part of the Office of the Director of Administration in 2005/06 and reports to the Special Representative of the Secretary-General in 2006/07.

Justification

- **Reduction of 211 posts**

In view of the reduced police and civilian staffing levels proposed for 2006/07 and the consequent overall decrease in the volume of administrative support required by the Mission, the staffing requirement of the support component has been reviewed, leading to a net reduction of 211 posts, resulting from the creation of 7 temporary positions (1 P-5, 2 P-4, 1 P-2, 1 Field Service, 1 national officer and 1 national General Service staff) and 1 post (P-5) and the abolition of 219 posts (2 P-5, 1 P-4, 4 P-3, 4 P-2, 38 Field Service, 9 General Service (Other level) and 161 national General Service staff), as explained below:

(a) It is proposed to create a Conduct and Discipline Team funded from general temporary assistance as a dedicated capacity to address personnel conduct issues in the Mission. The Team will report directly to the Special Representative of the Secretary-General and will implement a conduct and discipline programme for all military, police and civilian personnel, including training, prevention, monitoring and disciplinary action, to help prevent and identify cases of misconduct and ensure compliance and enforcement of United Nations standards of conduct. It will provide strategic guidance and make recommendations to the Special Representative on conduct and discipline issues, ensure oversight of the Mission's effort on preventing, identifying and responding to cases of personnel misconduct, promote awareness of United Nations standards of conduct, including through training, establish a mechanism to receive and record complaints of personnel misconduct, liaise with investigative bodies on allegations of misconduct as well as with the Conduct and Discipline Unit at Headquarters, develop and implement a public information programme on United Nations standards of conduct, complaints mechanism and assistance available to victims, and liaise with United Nations programmes, funds and agencies, non-governmental organizations and governmental and inter-governmental initiatives to ensure coherence with the Mission's efforts to address conduct and discipline issues.

The Conduct and Discipline Team will be headed by a Chief (P-5) and will comprise three Conduct and Discipline Officers (2 P-4 and 1 national officer), 1 Reports Officer (P-2), 1 Data Entry/Administrative Assistant (Field Service) and 1 Office Assistant/Driver (national General Service staff).

(b) 48 posts (national General Service staff) are to be abolished in the Security Section in 2005/06.

(c) In the Office of the Director, 5 posts (1 P-3, 1 P-2, 2 Field Service and 1 General Service (Other level)) will be abolished as of 1 July 2006: 1 post (P-3) in the Regional Administrative Group as the staffing level in the Regional administrations will be reduced, 1 post (P-2) in the Budget and Cost Control Unit and 1 post (General Service (Other level)) in the Office of the Director in view of the overall decrease in the volume of administrative support required by the Mission, and 2 posts (Field Service) in the Aviation Safety Unit in view of the establishment of a Regional Aviation Safety Office at the United Nations Logistics Base in Brindisi, Italy, which will provide aviation safety oversight for UNMIK, the United Nations Observer Mission in Georgia and the United Nations Logistics Base.

(d) In Administrative Services, 19 posts (1 P-3, 1 P-2, 4 Field Service, 8 General Service (Other level) and 5 national General Service staff) are to be abolished: 14 posts (1 P-3, 1 P-2, 4 Field Service, 3 General Service (Other level) and 5 national General Service staff) are to be abolished during 2005/06 and 5 posts (General Service (Other level)) will be abolished as of 1 July 2006. The 5 posts to be abolished as of 1 July 2006 consist of 2 posts in the Finance Section, 1 post in the Personnel Section and 2 posts in the Procurement Section in view of the overall decrease in the volume of procurement activities and administrative support required by the Mission.

(e) In Integrated Support Services, 147 posts (2 P-5, 1 P-4, 2 P-3, 2 P-2, 32 Field Service and 108 national General Service staff) are to be abolished: 81 posts (17 Field Service and 64 national General Service staff) are to be abolished in 2005/06 and 66 posts (2 P-5, 1 P-4, 2 P-3, 2 P-2, 15 Field Service and 44 national General Service staff) will be abolished as of 1 July 2006, whereas 1 post (P-5) will be created. The 66 posts to

be abolished as of 1 July 2006 consist of 1 post (P-4) in the Logistics Operations Support Section as logistical support requirements will decrease, 23 posts in the Engineering Section (1 P-5, 2 P-3, 1 Field Service and 19 national General Service staff) as maintenance services will be outsourced and the number of premises to be maintained reduced, 19 posts (1 P-5, 2 P-2 and 10 Field Service and 6 national General Service staff) in the Communications and Information Technology Section as the number of users will decrease and 23 posts (4 Field Service and 19 national General Service staff) in the Transport Section as the number of vehicles to be maintained will decrease. In view of the abolition of 1 P-5 post in the Engineering Section, as well as 1 P-5 post in the Communications and Information Technology Section, it is proposed to create 1 post at the P-5 level in the Technical Support Services Section who will coordinate all technical services in preparation for the liquidation phase.

(f) Two posts will be reclassified to a lower grade level.

The post of Director of Administration will be reclassified from D-2 to D-1.

The post of Chief Administrative Services will be reclassified from D-1 to P-5 as the Finance Section as well as the Personnel Section will report directly to the Director of Administration.

II. Resource requirements

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditure (2004/05)	Apportionment (2005/06)	Cost estimates (2006/07)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	1 282.5	1 398.9	1 364.7	(34.2)	(2.4)
Military contingents	—	—	—	—	—
United Nations police	87 033.0	54 685.8	55 823.0	1 137.2	2.1
Formed police units	17 937.8	10 540.5	7 609.5	(2 931.0)	(27.8)
Subtotal	**106 253.3**	**66 625.2**	**64 797.2**	**(1 828.0)**	**(2.7)**
Civilian personnel					
International staff[a]	96 830.0	84 926.1	75 943.8	(8 984.3)	(10.6)
National staff[b]	51 673.9	43 327.4	45 269.6	1 942.2	4.5
United Nations Volunteers	7 658.3	9 979.4	6 344.8	(3 634.6)	(36.4)
Subtotal	**156 162.2**	**138 234.9**	**127 558.2**	**(10 676.7)**	**(7.7)**
Operational costs					
General temporary assistance	234.2	93.9	732.5	638.6	680.1
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	211.8	—	—	—	—
Official travel	1 259.2	1 031.3	877.7	(153.6)	(14.9)
Facilities and infrastructure	14 601.5	14 252.1	11 293.6	(2 958.5)	(20.8)
Ground transportation	5 184.6	5 425.8	3 091.1	(2 334.7)	(43.0)
Air transportation	1 502.5	2 376.7	821.0	(1 555.7)	(65.5)
Naval transportation	—	—	—	—	—
Communications	3 359.3	5 013.6	4 078.3	(935.3)	(18.7)
Information technology	3 497.7	4 162.7	3 997.4	(165.3)	(4.0)
Medical	498.5	386.3	391.7	5.4	1.4
Special equipment	132.6	55.8	49.4	(6.4)	(11.5)
Other supplies, services and equipment	1 599.6	2 231.5	1 519.3	(712.2)	(31.9)
Quick-impact projects	—	—	—	—	—
Subtotal	**32 081.5**	**35 029.7**	**26 852.0**	**(8 177.7)**	**(23.3)**
Gross requirements	**294 497.0**	**239 889.8**	**219 207.4**	**(20 682.4)**	**(8.6)**
Staff assessment income	22 720.5	20 054.1	16 536.6	(3 517.5)	(17.5)
Net requirements	**271 776.5**	**219 835.7**	**202 670.8**	**(17 164.9)**	**(7.8)**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**294 497.0**	**239 889.8**	**219 207.4**	**(20 682.4)**	**(8.6)**

[a] Cost estimates for 2006/07 and 2005/06 are inclusive of a 10% vacancy rate.

[b] Cost estimates for 2006/07 are inclusive of a 5% vacancy rate compared with a 3% vacancy rate for national General Service staff and a 1% vacancy rate for national officers in 2005/06.

B. Contingent-owned equipment: major equipment and self-sustainment

9. Requirements for the period from 1 July 2006 to 30 June 2007 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $1,366,600, as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Special police units	1 157.7
Self-sustainment	
Facilities and infrastructure	
Miscellaneous general stores	20.1
Communications	
Communications	88.7
Medical	
Medical services	50.7
Special equipment	
Observation	49.4
Subtotal	**208.9**
Total	**1 366.6**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to Mission area			
Extreme environmental condition factor	1	1 July 1999	—
Intensified operational condition factor	1	1 July 1999	—
Hostile action/forced abandonment factor	1	1 July 1999	—
B. Applicable to home country			
Incremental transportation factor	1-4		

C. Training

10. The estimated requirements for training for the period 1 July 2006 to 30 June 2007 is as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Official travel, training	143.9
Training fees, supplies and services	63.8
Total	**207.7**

11. The resource requirements under this category are mainly attributable to training related to movement control, air operations and ground transportation, civilian security, engineering, procurement, assets management, information technology, advanced financial systems, medical skills, personnel management, public information and budget analysis to advance economic, social and cultural rights.

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

Mandate: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate;

External: variances caused by parties or situations external to the United Nations;

Cost parameters: variances caused by United Nations regulations, rules and policies;

Management: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs), and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment).

	Variance	
United Nations police	$1,137.2	2.1%

- **Management: increased inputs and outputs**

12. The increased requirements are mainly attributable to the application of a 5 per cent vacancy rate to the estimation of costs, based on actual deployment of United Nations police officers as at 31 December 2005 and proposed deployment for 2006/07, whereas the budget for 2005/06 was based on an overall vacancy rate of 15 per cent.

[1] Resource variance amounts are expressed in thousands of United States dollars.

	Variance	
Formed police units	($2,931.0)	(27.8%)

- **Management: reduced inputs and outputs**

13. The reduced requirements result mainly from the reduction of the number of police officers in special units, from a maximum authorized strength of 743 officers in 2005/06 to 398 in 2006/07.

	Variance	
International staff	($8,984.3)	(10.6%)

- **Management: reduced inputs and outputs**

14. The lower requirements are mainly attributable to the reduction of 144 posts and take into account the efficiency gain of $285,200 resulting from the transfer of functions of four international posts to national posts.

	Variance	
National staff	$1,942.2	4.5%

- **Management: additional inputs and reduced outputs**

15. The higher requirements result primarily from the estimation of costs based on an estimated average grade level of G-4, step 8, based on experience in the Mission and on the proposed structure of the Mission in 2006/07, compared to an estimated average grade level of G-3, step 5, in the budget for 2005/06, which more than offsets the reduction of 469 posts.

	Variance	
United Nations Volunteers	($3,634.6)	(36.4%)

- **Management: reduced inputs and outputs**

16. The lower requirements are mainly attributable to the reduction of 87 United Nations Volunteer positions.

	Variance	
General temporary assistance	$638.6	680.1%

- **Management: additional inputs and outputs**

17. The increased requirements are primarily attributable to the seven temporary positions on the Conduct and Discipline Team.

	Variance	
Official travel	($153.6)	(14.9%)

- **Management: reduced inputs and outputs**

18. The reduced requirements are mainly attributable to the reduction of the staffing level of the Mission.

	Variance	
Facilities and infrastructure	($2,958.5)	(20.8%)

- **Management: reduced inputs and outputs**

19. The reduced requirements are mainly due to the lower police and civilian staffing levels, the lower number of remaining special police unit camps and the continued hand-over of premises to local authorities, leading to lower resources for items such as maintenance services, construction services, spare parts and supplies and fuel for generators.

	Variance	
Ground transportation	($2,334.7)	(43.0%)

- **Management: reduced inputs and outputs**

20. The lower requirements result principally from the fact that the Mission will not purchase any vehicle and will not replace vehicles to be written-off in order to reduce its fleet of vehicles in view of the overall downsizing of the Mission.

	Variance	
Air transportation	($1,555.7)	(65.5%)

- **Management: reduced inputs and outputs**

21. The reduced requirements are mainly due to the fact that the contract for the fixed-wing aircraft was terminated in May 2005 and will not be replaced.

	Variance	
Communications	($935.3)	(18.7%)

- **Management: reduced inputs and outputs**

22. The lower requirements result primarily from the reduction of the staffing level of the Mission.

	Variance	
Information technology	($165.3)	(4.0%)

- **Management: reduced inputs and outputs**

23. The lower requirements are mainly attributable to the reduction of the staffing level of the Mission leading to reduced acquisition of equipment for replacement as well as software packages.

	Variance	
Medical	$5.4	1.4%

- **Management: increased inputs and outputs**

24. The higher requirements result mainly from a provision made for the cost of medical evacuations, based on recent experience in the Mission, which was not included in the budget for 2005/06.

	Variance	
Special equipment	($6.4)	(11.5%)

- **Management: reduced inputs and outputs**

25. The reduced requirements are due to lower reimbursement for the self-sustainment of special police units resulting from the lower police strength.

	Variance	
Other supplies, services and equipment	($712.2)	(31.9%)

- **Management: reduced inputs and outputs**

26. The lower requirements are mainly attributable to the reduced police and civilian staffing levels of the Mission, leading to reduced requirements for items such as uniforms, training fees and the leasing of photocopiers.

IV. Actions to be taken by the General Assembly

27. **The actions to be taken by the General Assembly in connection with the financing of the Mission are:**

(a) **Appropriation of the amount of $219,207,400, for the maintenance of the Mission for the 12-month period from 1 July 2006 to 30 June 2007;**

(b) **Assessment of the amount in subparagraph (a) above at a monthly rate of $18,267,283, should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up actions taken to implement the decisions and requests made by the General Assembly in its resolution 59/296 and the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly and of the Board of Auditors

A. General Assembly

(Resolution 59/296)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Section I	
Provide relevant information in the individual budget submissions of peacekeeping operations for the financial period 2006/07 on the efficiencies resulting from the implementation of the applicable provisions of the present resolution (para. 4)	Information on the measures taken to achieve efficiencies is contained in paras. 6 and 14 of the proposed 2006/07 budget
Section II: results-based budgeting	
Decides that the progressive implementation of results-based budgeting should be in full compliance with General Assembly resolution 55/231 (para. 3)	Implemented
Ensure that the purpose of the indicators of achievement is not to assess the performance of Member States but, where possible, to reflect the contributions by peacekeeping missions to the expected accomplishments and objectives, in keeping with their respective mandates (para. 5)	Implemented
Submit future budget proposals in full compliance with General Assembly resolution 55/231 (para. 6)	Implemented
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 8)	Implemented. See para. 6 of the proposed 2006/07 budget
Section III: budget presentation	
Provide in the budget documents the necessary information available that fully justifies the Secretary-General's resource requirements (para. 2)	Implemented

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Ensure that the Department of Peacekeeping Operations and all missions make every effort to introduce strict budgetary discipline and enforce adequate controls over budget implementation (para. 5)	**Budget implementation is monitored by the Mission to ensure utilization of resources as approved by the General Assembly. Deviations from the approved budget owing to factors beyond the Mission's control are reported to the Assembly in financial performance reports. Resource utilization during the 2004/05 period was 99.9 per cent of the appropriation provided by the Assembly for that period**
Affirms that budget submissions should, to the extent possible, reflect management improvements and efficiency gains to be achieved and articulate future strategies in this regard (para. 9)	Information on the measures taken to achieve efficiencies is contained in paras. 6 and 14 of the proposed 2006/07 budget
Undertake the review of the functions of the posts as an ongoing exercise and to determine the level of posts according to changing operational requirements as well as the actual responsibilities and functions performed, with a view to ensuring the most cost-effective use of resources (para. 10)	Implemented. The proposed 2006/07 budget includes the reclassification of 3 posts from D-2 to D-1, 1 post from D-1 to P-5, 11 posts from P-4 to P-3 and 1 post from P-4 to P-2 and the transfer of the functions of 4 international posts to national posts
Section IV: review of the management structure of all peacekeeping operations	
Ensure that the remaining complex operations conduct the requested review and streamline their structures (para. 1)	Implemented. A review of the structure and staffing of the Mission was undertaken in the first quarter of 2005, resulting in the restructuring of the civil administration pillar, as well as the reduction of the staffing levels of component 2 rule of law and of the Division of Administration, leading to a net reduction of 144 international posts, 469 national posts and 87 United Nations Volunteer positions
Monitor the evolution of structures in individual peacekeeping operations to avoid the duplication of functions and an excessive proportion of higher-grade posts, bearing in mind the mandates, complexities and specificities of each mission (para. 2)	Implemented. A review of the structure and staffing of the Mission was undertaken in the first quarter of 2005, resulting in the restructuring of the civil administration pillar, as well as the reduction of the staffing levels of component 2, rule of law, and of the Division of Administration, leading to a net reduction of 144 international posts, 469 national posts and 87 United Nations Volunteer positions. It is also proposed to reclassify 3 posts from D-2 to D-1, 1 post from D-1 to P-5, 11 posts from P-4 to P-3 and 1 post from P-4 to P-2 and to transfer the functions of 4 international posts to national posts
Review the level and functions of the protocol officers, bearing in mind the relevant observations of the Advisory Committee on Administrative and Budgetary Questions (para. 12)	Not applicable

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Section VI: disarmament, demobilization (including reinsertion) and reintegration	
Provide clear information on resource requirements for disarmament, demobilization and reinsertion and associated post and non-post costs (para. 6)	Not applicable
Section VII: quick-impact projects	
Streamline the process of implementation of quick-impact projects and to ensure that they are fully implemented within the planned time frames	Not applicable
Section VIII: training, recruitment and staff in the field	
Decides to restrict training away from mission headquarters of civilian staff to training specific to the implementation of the mandate of the mission, the effective functioning of the mission, the function of a post or, where it is cost-effective, until the finalization of the comprehensive training strategy (para. 1)	Implemented
Revert to the General Assembly for its consideration of the creation of a post if the function is ongoing and is so warranted, regarding the practice of hiring individual contractors or individuals on procurement contracts to perform functions of a continuing nature (para. 11)	Not applicable. UNMIK is not hiring any individual contractor or individual on procurement contract to perform functions of a continuing nature
Section XI: participation of United Nations Volunteers	
Continue to ensure that Volunteers are subject to the same obligations and responsibilities, including standards of conduct, that the United Nations staff are subject to (para. 5)	Implemented. The United Nations Volunteers Support Unit in UNMIK ensures that United Nations Volunteers are subject to the same obligations and responsibilities, including standards of conduct, that the United Nations staff are subject to
Take into account greater use of national staff in peacekeeping operations, when feasible (para. 6)	The budget for 2006/07 includes the transfer of the functions of 4 international posts (P-2) to national posts (national officers) in the Office of the Coordinator of the Kosovo Protection Corps. In view of the start of the political process on the final status of Kosovo, the transfer of functions to national staff in other substantive areas is on hold. In the Division of Administration, with the exception of the Engineering Section, the Transport Section and the Communications and Information Technology Section, which are reducing the number of their local staff as the level of support requirements of the Mission is diminishing.

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
	the other sections are maintaining the same number of local staff in 2006/07 while gradually reducing international staff in order to maintain standards and continuity in the Mission while transferring functions
Section XVI: procurement	
Ensure that all peacekeeping missions operate with reference to their procurement plans in order to realize the benefits offered by proper procurement planning (para. 3)	Implemented. UNMIK operates its procurement activities on the basis of the annual procurement plan, which is being updated quarterly and submitted to the United Nations Headquarters
Section XVII: asset management	
The Department of Peacekeeping Operations should ensure that all missions implement an assets replacement programme in a cost-effective manner and in strict compliance with the guidelines on the life expectancy of assets (para. 1)	Implemented. Assets replacement programme is in place and assets are replaced according to their life expectancy
Ensure that the heads of the peacekeeping operations take effective measures to ensure inventory control, replenishment of stocks and reasonable write-off procedures for the disposal of assets no longer required or useful (para. 2)	Implemented
Ensure that formal written agreements are in place, which include elements such as financial reimbursement and liability, with other United Nations bodies before loaning out to them resources belonging to the peacekeeping operation (para. 3)	Implemented
Section XVIII: information technology	
Implement the Galileo system in all peacekeeping operations in order to unify peacekeeping operations inventory (para. 3)	Galileo system is implemented
Section XIX: air operations	
Take all necessary actions to ensure that staff members involved in air operations are adequately trained as specified in the Air Operations Manual (para. 1)	UNMIK aviation personnel receive regular training provided by the International Air Transport Association, the Civil Aviation Regulatory Office, the Mission Aviation Safety Officer and through the annual chief aviation seminar
Continue to conduct aviation quality inspections and aviation assessments at missions to confirm that established standards are being fully complied with (para. 2)	Implemented. Quality assurance visits are conducted

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Improve the formulation of resource requirements for air operations to make them more reflective of actual operations, bearing in mind the over-budgeting of air transportation requirements in some peacekeeping operations (para. 3)	Implemented. A standard costing sheet, the electronic-master aviation budget tool, as well as written guidance from Headquarters were used to ensure realistic and consistent formulation of resource requirements for air operations
Section XXI: ratios of vehicles and information technology equipment to staff	
Ensure that peacekeeping operations adhere to the standard ratios, bearing in mind the mandate, complexities and size of individual peacekeeping operations (para. 2)	The Mission uses past performance to estimate its requirements, which leads to lower ratios as shown below
Ensure that in all missions the actual ratio of heavy/medium vehicles is no greater than the established standard ratio of 1:1 and justify any departure from this standard ratio (para. 3)	The ratio of heavy/medium vehicles in the Mission is lower than the established standard ratio of 1:1
Progressively reduce the allocation of one printer per work station and to implement, with immediate effect, where it is cost-effective and feasible, the ratio of printers to desktop computers of 1:4 for all work stations in peacekeeping missions, at Headquarters and in the field (para. 6)	The ratio of printers to desktop computers will be 1:5.9 as of 30 June 2007
Decides to defer consideration of new provisions for desktop computers, printers and laptops at Headquarters and in the field with the exception of new missions and those missions undergoing expansion according to Security Council mandates, as well as for replacement purposes in strict compliance with the General Assembly resolution, pending the report of the Office of Internal Oversight Services on the comprehensive management audit to review the practices of the Department of Peacekeeping Operations, as mention in section IV, paragraph 4, of the resolution (para. 7)	No new provisions for desktop computers, printers and laptops are included in the budget for 2006/07
Section XXII: rations contracts	
Undertake a cost-benefit analysis for the delivery of food rations by air assets, without prejudice to the delivery of food to the troops and implement the most viable and cost-effective option in each peacekeeping operation (para. 1)	Not applicable as UNMIK only provides 7 days mandatory reserve of composite rations for special police units and 3 days emergency rations for civilian personnel

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Ensure that all missions monitor and evaluate the quality management systems of rations contractors to ensure that food quality and hygienic conditions are in accordance with established standards (para. 2)	Quality control trained personnel perform weekly checks on all rations sites to ensure that food quality and hygienic conditions are in accordance with established standards
Undertake a cost-benefit analysis of the use of an independent mechanism to verify the fulfilment by contractors and vendors of all contract specifications regarding quality, hygiene and delivery plans (para. 3)	An independent inspection mechanism is not necessary in UNMIK as quality inspections are part of the contract monitoring responsibility of the Mission's contract manager who has direct access to rations as they are not delivered directly to police personnel

B. Advisory Committee on Administrative and Budgetary Questions

(A/59/736/Add.1)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee notes the high implementation rate of the budget, which is close to 100 per cent. At the same time the Committee points out that a large amount of prior-period obligations that had been included in the performance reports as expenditures were subsequently cancelled. For example, the performance reports for the periods from 1 July 2003 to 30 June 2004 and from July 2002 to 30 June 2003 reflected savings of $3.1 million and $4.9 million, respectively, on, or cancellation of, prior-period obligations. Moreover, the Committee observes that the Board of Auditors, in its report on peacekeeping operations for the period ended 30 June 2004 (A/59/5, vol. II, chap. II, para. 66), noted long-outstanding accounts payable at UNMIK. These issues require, in the view of the Committee, increased attention by the administration of UNMIK (para. 5)	A report showing the status of unliquidated obligations is now prepared and distributed monthly by the Mission's Finance Section to the cost centre managers for their review and appropriate action The Mission's accounts payable as of 30 June 2005 are 23 per cent lower than the accounts payable as of 30 June 2004. Owing to the cash situation of the Mission, amounts due to Member States for reimbursement of standard special police unit cost, contingent-owned equipment and self-sustainment for the period after 31 December 2003 have not been paid. Other accounts payable do not include any outstanding payables older than six months
The Committee acknowledges that progress has been made to reduce the number of cases pending for death and disability claims. On 31 December 2003 the total was 31; as at 31 December 2004 the total stood at 19. Nevertheless, the Committee is of the view that the response of the administration to the Committee's recommendation reflected in section V of the proposed budget should have addressed the essence of the recommendation, that is the delays in settling death and disability claims	Delays in settling death and disability claims are being addressed through follow-up letters sent to concerned parties regarding receipt of pending supporting documentation required by the Advisory Board on Compensation Claims to finalize submitted claims

Request/recommendation	*Action taken to implement request/recommendation*
rather than just describing the existing procedures (para. 15)	
The Committee welcomes the transfer of functions to local administration. However, plans for carrying out such a transfer have not been adequately explained in the budget submission, especially as concerns any programme to replace international staff with local staff. The Committee expects the next budget submission for UNMIK to provide details on plans to transfer functions to national staff together with implications for resource requirements (para. 19)	The transfer of functions to local administration is explained in the justification of human resources requirements under components 1 and 2 The budget for 2006/07 includes the transfer of the functions of 4 international posts (P-2) to national posts (national officers) in the Office of the Coordinator of the Kosovo Protection Corps. In view of the start of the political process on the final status of Kosovo, transfer of functions to national staff in other substantive areas is on hold. In the Division of Administration, with the exception of the Engineering Section, the Transport Section and the Communications and Information Technology Section, which are reducing the number of their local staff as the level of support requirements of the Mission is diminishing, the other sections are maintaining the same number of local staff in 2006/07 while gradually reducing international staff in order to maintain standards and continuity in the Mission while transferring functions
The Advisory Committee is not satisfied with the response to its previous observations regarding the consistent recruitment for UNMIK of international staff at grades lower than those approved in the authorized staffing table of the Mission and, in particular, to the Committee's recommendation on the need for a review and the reclassification of such posts and on a greater use of national staff and United Nations Volunteers wherever feasible and cost-effective (see A/59/633, sect. V.A). In the course of its consideration of the proposed budget for UNMIK, the administration has acknowledged that international staff continue to be recruited for UNMIK at grades lower than those approved in the authorized staffing table and to receive a special post allowance. As has been previously stated by the Committee, if functions can be consistently performed by staff at grades lower than the budgeted level of particular posts then these posts should be considered for downward reclassification. The use of the special post allowance should be restricted to exceptional circumstances when a staff member at a lower grade is temporarily performing functions at a higher grade pending the filling of a post at its appropriate level. In this connection, the	The number of posts encumbered by staff at grades lower than those approved has been reduced from 108 posts as at July 2004 to 64 posts as at 30 June 2005. The Mission will continue its efforts to improve the situation during the 2005/06 financial period The use of special post allowance has been reviewed on a case-by-case basis and extended under exceptional circumstances only when the staff member at a lower grade was temporarily performing functions at a higher grade pending the filling of the post at the appropriate level

Request recommendation	*Action taken to implement request recommendation*
Committee points out that proper attention should be paid to the recommendation of the Board of Auditors that the administration expedite the finalization and alignment of the generic job profiles and grading guidelines to eliminate any inconsistencies and disparities in the application of entry rules and grading of employees (A/59/5, vol. II, chap. II, para. 316) (para. 20)	
The Advisory Committee notes that the reclassification review it had called for has been only partially completed; according to the administration, a further review of each post will commence during the first quarter of 2005. The Committee is concerned about the slow progress in this matter since only two posts are proposed for downward reclassification (1 D-2 to D-1 and 1 P-5 to P-4) for the period from July 2005 to January 2006. The Committee notes that the proposed budget does not provide a rationale for the reclassifications, nor does it specify why only these two posts were proposed for downward reclassification. The Committee requests that the next budget document provide justification and rationale for the grading of posts (para. 21)	A review of the structure and staffing of the Mission was undertaken in the first quarter of 2005, resulting in the restructuring of the Civil Administration Pillar, as well as the reduction of the staffing levels of component 2, rule of law and of the Division of Administration, leading to a net reduction of 144 international posts, 469 national posts and 87 United Nations Volunteer positions. It is also proposed to reclassify 3 posts from D-2 to D-1, 1 post from D-1 to P-5, 11 posts from P-4 to P-3 and 1 post from P-4 to P-2 and to transfer the functions of 4 international posts to national posts
The Committee notes the response of the administration to the Committee's observation on the need for greater use of national staff and United Nations Volunteers wherever feasible and cost-effective (see A/59/633, sect. V.A). The Committee considers that the action taken by the administration — the proposed establishment of a national officer post — is inadequate and that it does not address the thrust of the Committee's observation. Moreover, the Committee notes that during the next financial period the national staff of UNMIK would be reduced at a greater rate than international staff: while the international staff of UNMIK would decrease by 10.3 per cent (from 765 in June 2005 to 686 in July 2006), the national staff of the Mission would be reduced by 14.7 per cent (from 2,555 in June 2005 to 2,178 in July 2006); there will be no change in the number of United Nations Volunteers — 250. The Committee is of the view that a gradual replacement of international staff by national staff, wherever feasible and cost-effective, should be encouraged since it would contribute to capacity-building and	The budget for 2006/07 includes the transfer of the functions of four international posts (P-2) to national posts (national officers) in the Office of the Coordinator of the Kosovo Protection Corps. In view of the start of the political process on the final status of Kosovo, the transfer of functions to national staff in other substantive areas is on hold. In the Division of Administration, with the exception of the Engineering Section, the Transport Section and the Communications and Information Technology Section, which are reducing the number of their local staff as the level of support requirements of the Mission is diminishing, the other sections are maintaining the same number of local staff in 2006/07 while gradually reducing international staff in order to maintain standards and continuity in the Mission while transferring functions In component 2 rule of law, it is proposed to abolish 23 international posts and to create 22 positions of United Nations Volunteers

Request/recommendation	*Action taken to implement request/recommendation*
the transfer of knowledge to the local population; it would also contribute to increasing the feeling of ownership by the local population of activities presently carried out by UNMIK. The Committee reiterates its recommendation for greater use of national staff, as well as of United Nations Volunteers, wherever feasible and cost-effective (para. 22)	
The Committee was informed that 19 contractors charged to general temporary assistance were in fact providing expertise not otherwise available at the Mission. This being the case, the related cost should have been recorded and reported under consultants. The Committee requests that financial control over the use of general temporary assistance funds be improved (para. 24)	The budget for 2006/07 includes under general temporary assistance only requirements for extended sick and maternity leaves as well as for the temporary posts of the Conduct and Discipline Team
While the Committee does not dispute the need for improving security and safety of the United Nations personnel in Kosovo, it appears that the purchase was made because funds were available. In the view of the Committee, this could be indicative of lax financial control over the acquisitions both in UNMIK and at headquarters. The Committee, therefore, requests that measures be taken to tighten financial control and procurement discipline at UNMIK, as well as at other missions, so that expenditures that are incurred for purposes not foreseen in budget documents are well justified in the absence of specific approval by the General Assembly (para. 25)	Expenditures that were incurred in 2004/05 for unforeseen purposes, which included consultants, prefabricated facilities, security equipment and emergency rations, were all related to the March 2004 riots in Kosovo
The Committee requests that financial control over the use of funds for official functions be tightened (para. 31)	The Mission has improved its control of the use of funds for official functions, which led to an unutilized balance of $10,800 or 23.3 per cent of the funds appropriated for this purpose for 2004/05. The resource requirements for official functions included in the budget for 2006/07 have been further reduced to $24,000 compared with $34,000 for 2005/06

C. Board of Auditors

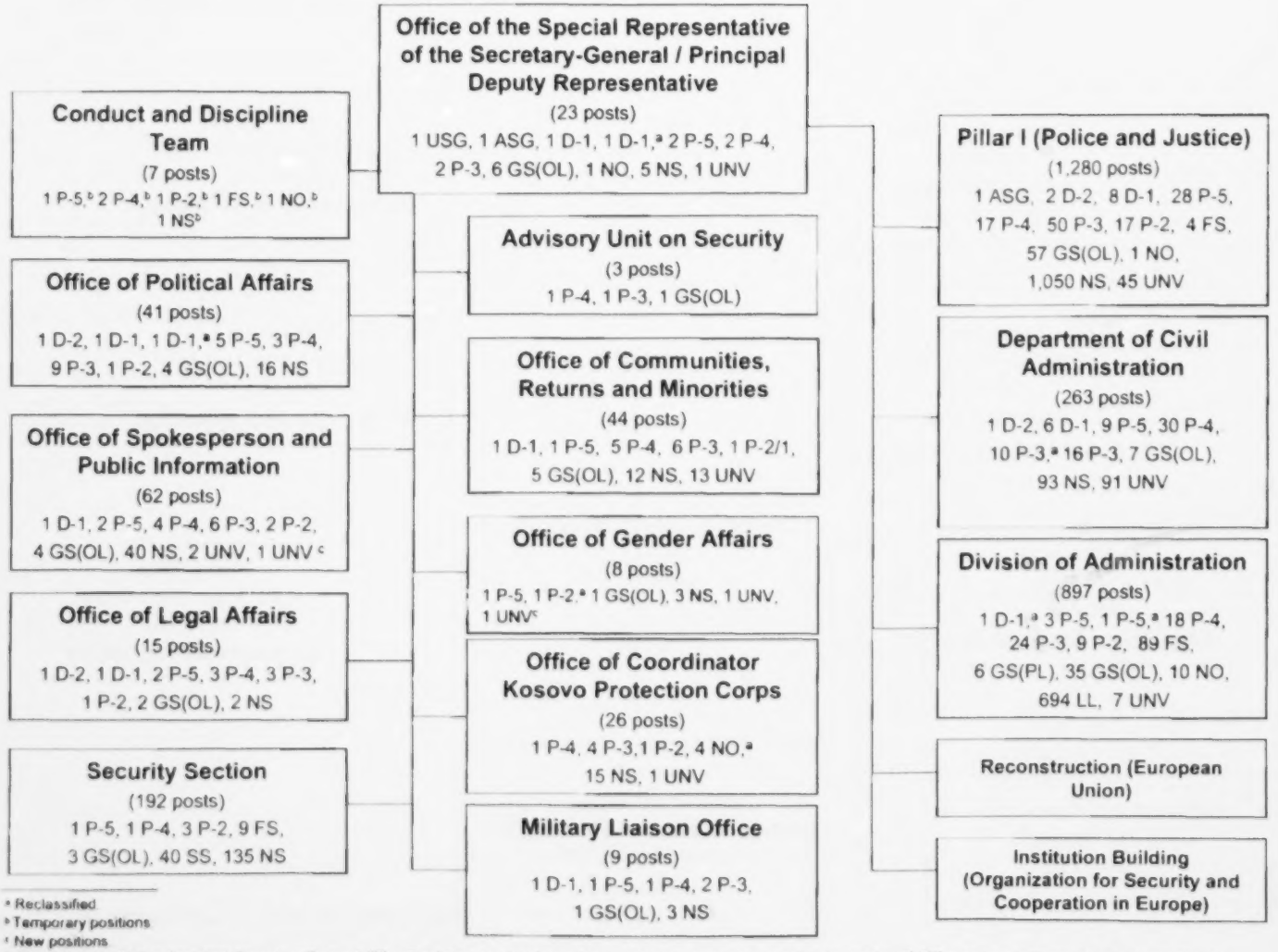
(A/59/5, vol. II, chap. II)

Request/recommendation	*Action taken to implement request/recommendation*
The Board again noted long-outstanding accounts payable (UNMIK, MINURSO and UNAMSIL). The Administration reported that UNMIK has since settled its outstanding troop payments for the 2003 period. The Board recommends that the Administration continue to take steps to ensure that missions improve the management of long-outstanding accounts receivable and review its systems to ensure the accurate ageing of accounts receivable. The Board further recommends that the Administration continue its efforts to search for avenues to settle amounts owed to Member States that have remained unpaid for long periods of time, in the context of its review of the feasibility of consolidating the accounts of peacekeeping operations (paras. 66 and 68)	The Mission's accounts payable as of 30 June 2005 are 23 per cent lower than the accounts payable as of 30 June 2004. Due to the cash situation of the Mission, amounts due to Member States for reimbursement of standard special police unit cost, contingent-owned equipment and self-sustainment for the period after 31 December 2003 have not been paid. Other accounts payable do not include any outstanding payables older than six months
A dormant bank account at UNMIK remained open. The Board recommends that the Administration ensure that proper bank and cash management processes are in place (paras. 70 (g) and 71)	Implemented. The dormant bank account was closed on 7 December 2004
The Board further noted that not all missions had established local vendor review committees or appointed a local vendor database officer, as required by the Procurement Manual. MONUC, UNOCI, UNDOF, UNIFIL, the United Nations Logistic Base at Brindisi, Italy, UNMIL, UNMISET, UNMIK and UNOMIG serve as examples in this regard. The Board recommends that the Administration consider the feasibility of compliance by missions with the Procurement Manual in respect of local vendor review committees and vendor database officers with a view to revising the Manual, if appropriate, while ensuring proper controls and accountability (paras. 271 and 272)	A vendor review committee was established in UNMIK in November 2005. A vendor database officer has also been appointed. Pursuant to the Procurement Manual, all vendors in the database have been reviewed and evaluated in accordance with the criteria set out in the Procurement Manual

Annex

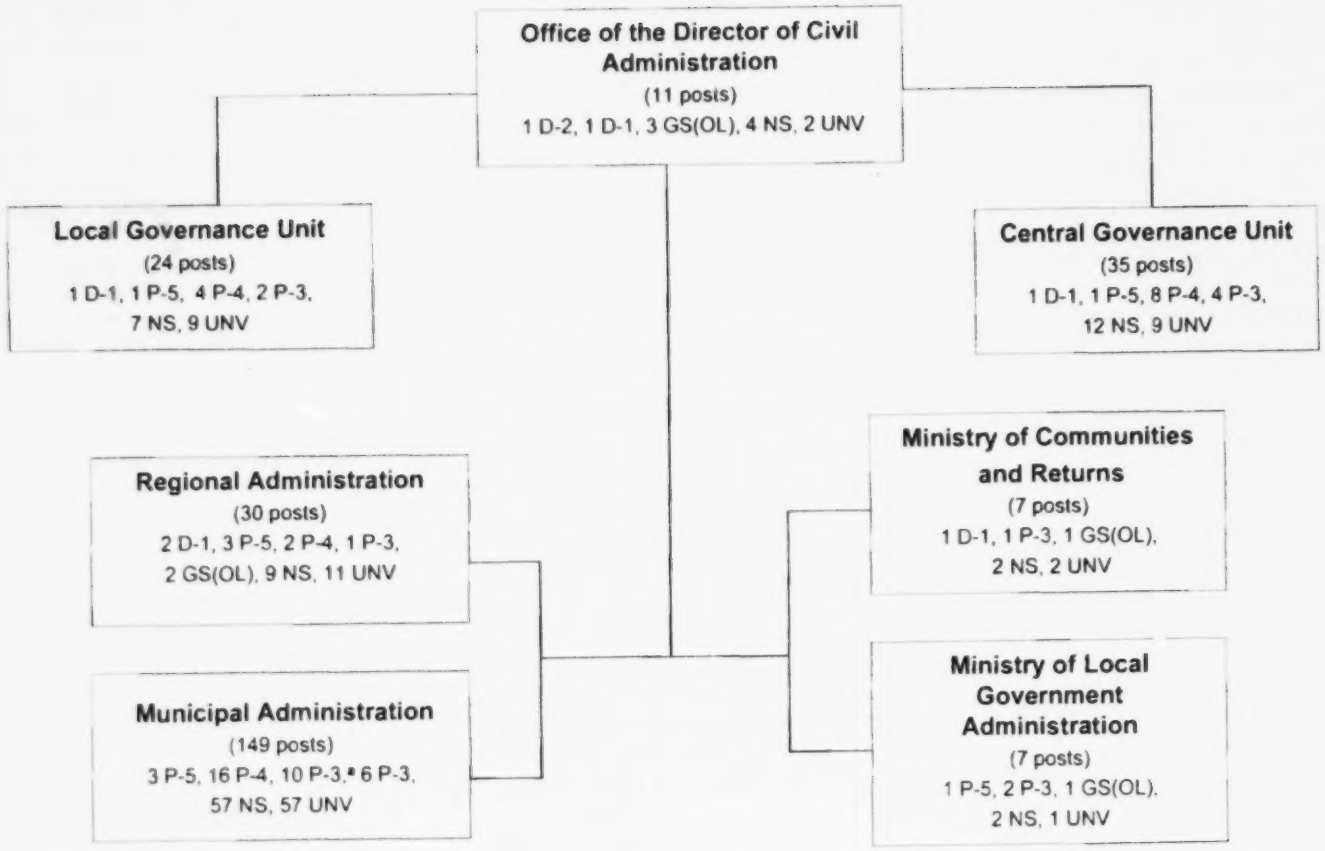
Organization charts*

A. United Nations Interim Administration Mission in Kosovo


Office of the Special Representative of the Secretary-General / Principal Deputy Representative
(23 posts)
1 USG, 1 ASG, 1 D-1, 1 D-1,[a] 2 P-5, 2 P-4, 2 P-3, 6 GS(OL), 1 NO, 5 NS, 1 UNV
Conduct and Discipline Team
(7 posts)
1 P-5,[b] 2 P-4,[b] 1 P-2,[b] 1 FS,[b] 1 NO,[b] 1 NS[b]
Office of Political Affairs
(41 posts)
1 D-2, 1 D-1, 1 D-1,[a] 5 P-5, 3 P-4, 9 P-3, 1 P-2, 4 GS(OL), 16 NS
Office of Spokesperson and Public Information
(62 posts)
1 D-1, 2 P-5, 4 P-4, 6 P-3, 2 P-2, 4 GS(OL), 40 NS, 2 UNV, 1 UNV[c]
Office of Legal Affairs
(15 posts)
1 D-2, 1 D-1, 2 P-5, 3 P-4, 3 P-3, 1 P-2, 2 GS(OL), 2 NS
Security Section
(192 posts)
1 P-5, 1 P-4, 3 P-2, 9 FS, 3 GS(OL), 40 SS, 135 NS
Advisory Unit on Security
(3 posts)
1 P-4, 1 P-3, 1 GS(OL)
Office of Communities, Returns and Minorities
(44 posts)
1 D-1, 1 P-5, 5 P-4, 6 P-3, 1 P-2/1, 5 GS(OL), 12 NS, 13 UNV
Office of Gender Affairs
(8 posts)
1 P-5, 1 P-2,[a] 1 GS(OL), 3 NS, 1 UNV, 1 UNV[c]
Office of Coordinator Kosovo Protection Corps
(26 posts)
1 P-4, 4 P-3,1 P-2, 4 NO,[a] 15 NS, 1 UNV
Military Liaison Office
(9 posts)
1 D-1, 1 P-5, 1 P-4, 2 P-3, 1 GS(OL), 3 NS
Pillar I (Police and Justice)
(1,280 posts)
1 ASG, 2 D-2, 8 D-1, 28 P-5, 17 P-4, 50 P-3, 17 P-2, 4 FS, 57 GS(OL), 1 NO, 1,050 NS, 45 UNV
Department of Civil Administration
(263 posts)
1 D-2, 6 D-1, 9 P-5, 30 P-4, 10 P-3,[a] 16 P-3, 7 GS(OL), 93 NS, 91 UNV
Division of Administration
(897 posts)
1 D-1,[a] 3 P-5, 1 P-5,[a] 18 P-4, 24 P-3, 9 P-2, 89 FS, 6 GS(PL), 35 GS(OL), 10 NO, 694 LL, 7 UNV
Reconstruction (European Union)
Institution Building (Organization for Security and Cooperation in Europe)

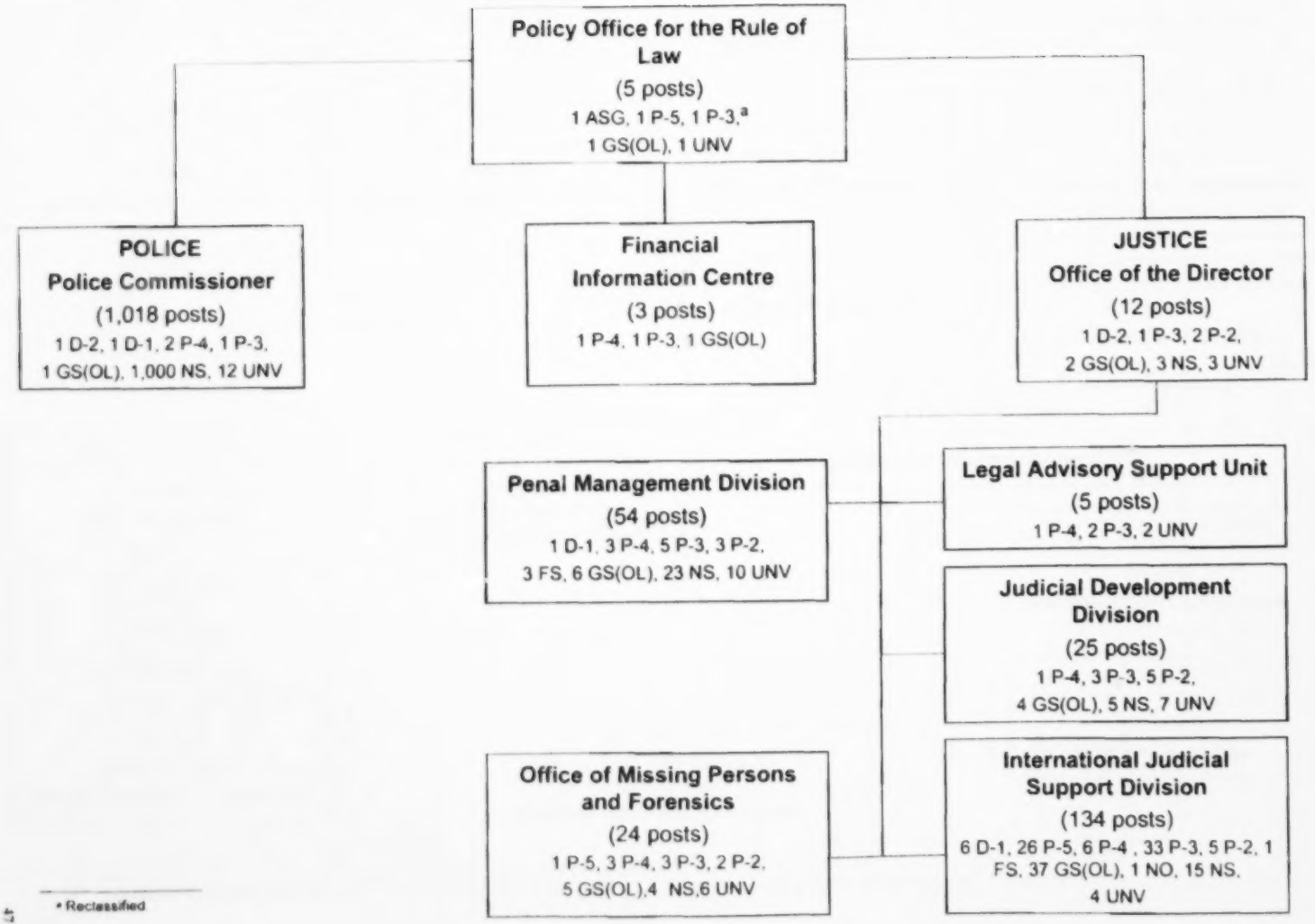
[a] Reclassified.
[b] Temporary positions.
[c] New positions.
* Abbreviations: ASG = Assistant Secretary-General; FS = Field Service; GS(OL) = General Service (Other level); NS = national staff; NO = national officers; SS = Security Service; UNV = United Nations Volunteers.

B. Department of Civil Administration


Office of the Director of Civil Administration
(11 posts)
1 D-2, 1 D-1, 3 GS(OL), 4 NS, 2 UNV
Local Governance Unit
(24 posts)
1 D-1, 1 P-5, 4 P-4, 2 P-3,
7 NS, 9 UNV
Central Governance Unit
(35 posts)
1 D-1, 1 P-5, 8 P-4, 4 P-3,
12 NS, 9 UNV
Regional Administration
(30 posts)
2 D-1, 3 P-5, 2 P-4, 1 P-3,
2 GS(OL), 9 NS, 11 UNV
Ministry of Communities and Returns
(7 posts)
1 D-1, 1 P-3, 1 GS(OL),
2 NS, 2 UNV
Municipal Administration
(149 posts)
3 P-5, 16 P-4, 10 P-3,* 6 P-3,
57 NS, 57 UNV
Ministry of Local Government Administration
(7 posts)
1 P-5, 2 P-3, 1 GS(OL),
2 NS, 1 UNV

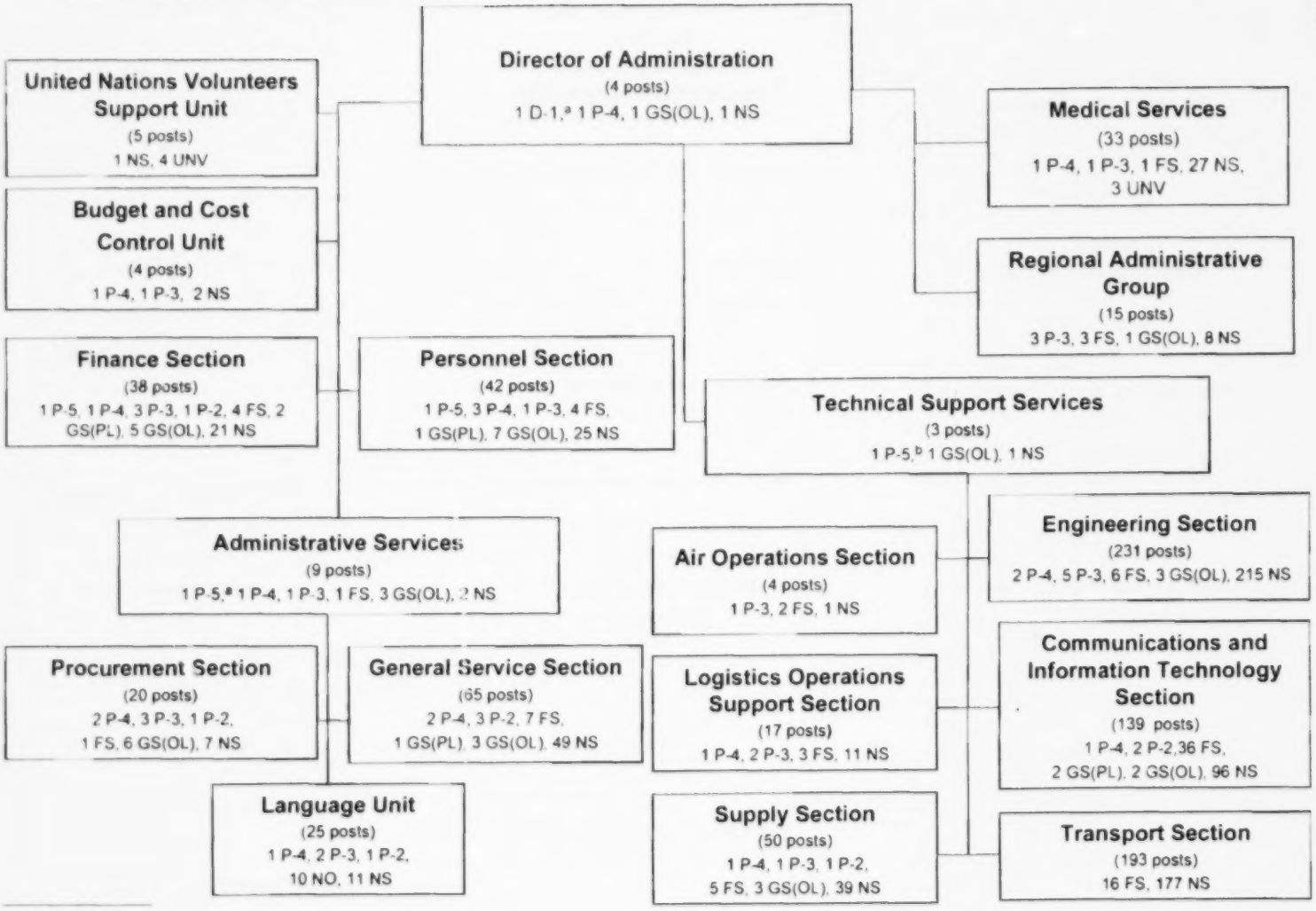
* Reclassified

C. Pillar I (Police and Justice)


Policy Office for the Rule of Law
(5 posts)
1 ASG, 1 P-5, 1 P-3,[a]
1 GS(OL), 1 UNV
POLICE
Police Commissioner
(1,018 posts)
1 D-2, 1 D-1, 2 P-4, 1 P-3,
1 GS(OL), 1,000 NS, 12 UNV
Financial Information Centre
(3 posts)
1 P-4, 1 P-3, 1 GS(OL)
JUSTICE
Office of the Director
(12 posts)
1 D-2, 1 P-3, 2 P-2,
2 GS(OL), 3 NS, 3 UNV
Penal Management Division
(54 posts)
1 D-1, 3 P-4, 5 P-3, 3 P-2,
3 FS, 6 GS(OL), 23 NS, 10 UNV
Legal Advisory Support Unit
(5 posts)
1 P-4, 2 P-3, 2 UNV
Judicial Development Division
(25 posts)
1 P-4, 3 P-3, 5 P-2,
4 GS(OL), 5 NS, 7 UNV
Office of Missing Persons and Forensics
(24 posts)
1 P-5, 3 P-4, 3 P-3, 2 P-2,
5 GS(OL),4 NS,6 UNV
International Judicial Support Division
(134 posts)
6 D-1, 26 P-5, 6 P-4 , 33 P-3, 5 P-2, 1
FS, 37 GS(OL), 1 NO, 15 NS,
4 UNV

[a] Reclassified

D. Division of Administration


Director of Administration
(4 posts)
1 D-1,[a] 1 P-4, 1 GS(OL), 1 NS
United Nations Volunteers Support Unit
(5 posts)
1 NS, 4 UNV
Budget and Cost Control Unit
(4 posts)
1 P-4, 1 P-3, 2 NS
Finance Section
(38 posts)
1 P-5, 1 P-4, 3 P-3, 1 P-2, 4 FS, 2 GS(PL), 5 GS(OL), 21 NS
Personnel Section
(42 posts)
1 P-5, 3 P-4, 1 P-3, 4 FS, 1 GS(PL), 7 GS(OL), 25 NS
Medical Services
(33 posts)
1 P-4, 1 P-3, 1 FS, 27 NS, 3 UNV
Regional Administrative Group
(15 posts)
3 P-3, 3 FS, 1 GS(OL), 8 NS
Technical Support Services
(3 posts)
1 P-5,[b] 1 GS(OL), 1 NS
Administrative Services
(9 posts)
1 P-5,[a] 1 P-4, 1 P-3, 1 FS, 3 GS(OL), 2 NS
Air Operations Section
(4 posts)
1 P-3, 2 FS, 1 NS
Engineering Section
(231 posts)
2 P-4, 5 P-3, 6 FS, 3 GS(OL), 215 NS
Procurement Section
(20 posts)
2 P-4, 3 P-3, 1 P-2, 1 FS, 6 GS(OL), 7 NS
General Service Section
(65 posts)
2 P-4, 3 P-2, 7 FS, 1 GS(PL), 3 GS(OL), 49 NS
Logistics Operations Support Section
(17 posts)
1 P-4, 2 P-3, 3 FS, 11 NS
Communications and Information Technology Section
(139 posts)
1 P-4, 2 P-2,36 FS, 2 GS(PL), 2 GS(OL), 96 NS
Language Unit
(25 posts)
1 P-4, 2 P-3, 1 P-2, 10 NO, 11 NS
Supply Section
(50 posts)
1 P-4, 1 P-3, 1 P-2, 5 FS, 3 GS(OL), 39 NS
Transport Section
(193 posts)
16 FS, 177 NS

[a] Reclassified
[b] New post

Map No. 4133 Rev. 23 UNITED NATIONS
January 2006

Department of Peacekeeping Operations
Cartographic Section